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ABSTRACT

A survey of 13,582 employees of 261 employers was conducted in Iowa to determine if women are underemployed (i.e., not employed in positions or at pay levels commensurate with their education, previous work experience and aspirations) and underutilized (i.e., not employed in certain types and levels of positions to the same extent as their availability in the work force). The findings, based on 5,995 responses, reveal that women in Iowa are underutilized and underemployed in certain occupations and at certain pay levels. Specifically, it was found that women are (1) underutilized in laborer, operative, craft and technical positions, (2) underutilized in managerial and supervisory positions, (3) underutilized at pay levels from $10,000 to $17,500, (4) underemployed (when compared to men) in terms of years in their current positions in office/clerical positions, (5) underemployed (when compared to men) in terms of years in their current positions at pay levels under $10,000, and (6) underemployed (when compared to men) in terms of years with their current employer at pay levels under $15,000. Also, college educated women, when compared to college educated men, are underemployed in managerial positions and at pay levels above $10,000. (Fifty-three tables of data are included in the text of this report. The survey form, an outline of employer interview data to be used in a future project, and ninety-five tables of utilization, employment, aspirational, mobility, and job satisfaction data are appended.) (EM)

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# A STUDY OF THE UNDEREMPLOYMENT AND UNDERUTILIZATION OF WOMEN IN IOWA

ED154198

U.S. DEPARTMENT OF HEALTH,
EDUCATION & WELFARE
NATIONAL INSTITUTE OF
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IOWA COMMISSION ON THE STATUS OF WOMEN

**1976**

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ROBERT D. RAY
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EXECUTIVE DIRECTOR

July 10, 1976

The Honorable Robert D. Ray
Office of the Governor
State Capitol Building
Des Moines, Iowa 50319

Dear Governor Ray:

It is with pleasure that we, the Iowa Commission on the Status of Women, present this comprehensive study, *A Study of the Underemployment and Underutilization of Women in Iowa.* This study, made possible by a Comprehensive Employment and Training Act grant, is a result of a year-long research effort. It is expected that the findings in this report will provide some much needed information relating to the employment of women in the private sector and that it will have a significant impact on the state and nation as action is taken to provide for equality of opportunity for women in the work force.

We wish to express our appreciation for the assistance given the Commission by the Office of the Governor in seeking and receiving funding for the Project and in disseminating the results of the study.

The Commission sincerely hopes that this study will be given careful consideration as we pledge our own continued support.

Sincerely,

Cristine Wilson
Sue Follon

Cristine Wilson
Chairperson

Sue Follon
Executive Director

CW:SF:ks

# ACKNOWLEDGMENTS

The Employment Project would have remained an ambitious idea had it not been for the willing cooperation of the 6,000 employees who took the time to complete and return the questionnaire. We want to express our special gratitude to those employees and to the 261 employers who agreed to participate in the study.

The Employment Project staff was a group of individuals whose specialized talents were combined, then enhanced by their collective spirit. Long hours, many miles on the road, and a special dedication to the Project turned a challenging research objective into a reality. Special thanks go to Jeanne Myerson, Peggy Piper, and Kitty Stoner, field researchers; and Linda Pearson, administrative secretary. We also thank Debi Oswald and Ruth Steenhoek for their extra efforts in assuring the printing of this report.

Our very special appreciation is extended to a group of individuals, known as the Advisory Task Force, who served as volunteer advisors to the Project and gave generously of their time, energies and expertise. They are Ed Anson, Delores Brewer, Fran Calhoon, Betty Durden, Gib Eggen, Ed Lewis, Alice McKee, Karen Powell, Dal Schroeder, Keith Schroeder, Will Smith, Betty Talkington, and Fran Van Winkle. Without their input, the project would not have developed into such a successful research effort.

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# ABSTRACT

## PURPOSE

The purpose of this study was to determine if women in Iowa are underemployed and underutilized in private sector business and industry. The study was a federally funded project conducted under the auspices of the Iowa Commission on the Status of Women and was conducted during the period from May 1975 through May 1976.

## METHODOLOGY

This study used the survey method for data collection. The sample of 261 employers was selected at random from the total universe of 1,449 employers submitting Equal Employment Opportunity (EEO-1) Reports in 1974. The sample was stratified by geographic area and employer size and consideration was also given to the sample's representation of industry types and community sizes.

The sample employees were selected from lists of full-time personnel furnished by employers; an equal proportion of male and female employees was included in the sample. Researchers used a table of random numbers to insure the selection of a random sample. The findings of this study are based upon questionnaires from 5,995 employees or 44 percent of the 13,582 questionnaires distributed.

## RESULTS

The findings from this study reveal that women in Iowa are underutilized and underemployed in certain occupations and at certain pay levels. Specifically, it was found that women are: (1) underutilized in laborer, operative, craft and technical positions; (2) underutilized in managerial and supervisory positions; (3) underutilized at pay levels from $10,000 to $17,500; (4) underemployed (when compared to men) in terms of years in their current positions in office/clerical positions; (5) underemployed (when compared to men) in terms of years in their

current positions at pay levels under $10,000; (6) underemployed (when compared to men) in terms of years with their current employer at pay levels under $15,000. College educated women, when compared to college educated men, are found to be underemployed in managerial positions and at pay levels above $10,000. In addition, women college graduates perceive themselves as underemployed to a greater extent than do men college graduates.

The findings also reveal certain similarities and differences between men and women in Iowa regarding their mobility, aspirations, and job satisfaction. Over twice as many men as women are required to travel in their present jobs; however, a substantially larger number of women are willing to travel than are presently required to travel. About the same proportions of men and women are willing to change employers to obtain a better job, but only about half as many women are willing to relocate to obtain a better job.

Almost three-fourths of both men and women in Iowa have aspirations to move up in their organizations. Age appears to have the greatest effect on these hierarchial aspirations; as age increases the aspirations of both men and women decrease. Education also appears to influence hierarchial aspirations; generally, the higher the education level, the greater the aspirations. Regarding occupational aspirations, about 50 percent of both men and women wish to remain in their current occupations. Over half of the men aspire to ultimately hold managerial positions while over one-fifth of the women aspire to ultimately hold managerial positions, another fifth aspire to professional positions, and over one-fourth aspire to office/clerical positions.

An analysis of the job satisfaction of employees in Iowa reveals that both men and women are generally satisfied with their present work, the supervision they receive, and their co-workers; however, they are much less satisfied with their opportunities for promotion and pay. In addition, women are much less satisfied than men with their promotional opportunities and their pay.

## TABLE OF CONTENTS

PAGE

LIST OF TABLES . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . xi

CHAPTER I. INTRODUCTION

Statement of the Problem . . . . . . . . . . . . . . . . . . . . 1
  Need for the Study
  Purpose of the Study
  Scope and Limitations of the Study
  Value of the Study
Organization of the Project . . . . . . . . . . . . . . . . . . 7
Definitions of Terms . . . . . . . . . . . . . . . . . . . . . . 9
Organization of the Study . . . . . . . . . . . . . . . . . . . 10

CHAPTER II. HISTORICAL DEVELOPMENT OF WOMEN IN THE WORK FORCE

Protectionist Era, 1900-1940 . . . . . . . . . . . . . . . . . 13
  Early Legislation
  The Working Woman
Transitional Era, 1940-1963 . . . . . . . . . . . . . . . . . . 16
  Changing Forces
  The Changing Woman
  Changing Work Force
Transformation Era, 1963 to Present . . . . . . . . . . . . . 19
  Impetus for Further Change
  Today's Working Woman
  Present Utilization of Women
A Framework of Discrimination . . . . . . . . . . . . . . . . . 27
  Underutilization
  Underemployment
Summary . . . . . . . . . . . . . . . . . . . . . . . . . . . . 31

CHAPTER III. HYPOTHESES AND RESEARCH DESIGN

Introduction . . . . . . . . . . . . . . . . . . . . . . . . . 37
Hypotheses . . . . . . . . . . . . . . . . . . . . . . . . . . 37
Research Methodology . . . . . . . . . . . . . . . . . . . . . 39
Research Instrument Design . . . . . . . . . . . . . . . . . . 40
Universe and Sample Selection . . . . . . . . . . . . . . . . . 44
  Employer Sample Selection
  Employee Sample Selection
Collection of Data . . . . . . . . . . . . . . . . . . . . . . 51
Limitations of the Study . . . . . . . . . . . . . . . . . . . 53

CHAPTER IV. RESULTS OF EMPIRICAL RESEARCH -- HYPOTHESES TESTING

Introduction . . . . . . . . . . . . . . . . . . . . . . . . . 57
Characteristics of the Sample . . . . . . . . . . . . . . . . . 57
  Employer Sample
  Employee Sample
  Demographic Characteristics of the Sample

Judgmental Criteria . . . . . . . . . . . . . . . . . . . . . . 66
    Underutilization Criteria
    Underemployment Criteria
Underutilization of Women . . . . . . . . . . . . . . . . . . . . 69
    Utilization by Job Category
    Utilization in Managerial Positions
    Utilization in Supervisory Positions
    Utilization by Pay Levels
Underemployment of Women. . . . . . . . . . . . . . . . . . . . . 74
    Employment by Education Level
    Employment by Experience
    Employee Perception of Underemployment
    Employment of College Graduates
    College Graduates' Perceptions of Underemployment
Summary of Major Findings . . . . . . . . . . . . . . . . . . . . 90

CHAPTER V. RESULTS OF EMPIRICAL RESEARCH -- OTHER FINDINGS

Introduction. . . . . . . . . . . . . . . . . . . . . . . . . . 95
Employee Mobility . . . . . . . . . . . . . . . . . . . . . . . . 95
    Travel Required in Present Job
    Willingness to Travel in Any Job
    Willingness to Change Employers or Locations
    Summary
Aspirations . . . . . . . . . . . . . . . . . . . . . . . . . . . 114
    Hierarchial Aspirations
        Similar Hierarchial Aspirations
        Dissimilar Hierarchial Aspirations
        Hierarchial Aspirations by Non-personal Characteristics
    Occupational Aspirations
    Summary
Job Satisfaction . . . . . . . . . . . . . . . . . . . . . . . . 136
    Job Satisfaction State-wide
    Job Satisfaction by Geographic Area and Community Size
    Job Satisfaction by Type of Industry and Employer Size
    Job Satisfaction by Job Category and Income
    Job Satisfaction by Age and Education
    Job Satisfaction by Marital Status and Economic Reason for Working
    Summary

CHAPTER VI. SUMMARY AND CONCLUSIONS

Introduction. . . . . . . . . . . . . . . . . . . . . . . . . . 153
Research Objectives and Procedures. . . . . . . . . . . . . . . . 154
Summary of Major Findings . . . . . . . . . . . . . . . . . . . . 155
    Underutilization of Women
    Underemployment of Women
    Employee Mobility
    Employee Aspirations
        Hierarchial Aspirations
        Occupational Aspirations
    Job Satisfaction

Conclusions . . . . . . . . . . . . . . . . . . . . . . . . . 160
Suggestions for Further Research. . . . . . . . . . . . . . . 162

BIBLIOGRAPHY. . . . . . . . . . . . . . . . . . . . . . . . . . . . . . . 165

APPENDICES:
A. Advisory Task Force Members . . . . . . . . . . . . . . . 169
Members of the Iowa Commission on the Status of Women . 170
Employment Project Staff Members. . . . . . . . . . . . . 171
B. Employment Survey Questionnaire . . . . . . . . . . . . . 173
C. Map of Geographic Areas . . . . . . . . . . . . . . . . . 177
D. Locations of Employers Included in Sample . . . . . . . . 179
E. Employer Interviews . . . . . . . . . . . . . . . . . . . 181
F. Utilization Data. . . . . . . . . . . . . . . . . . . . . 183
G. Employment Data . . . . . . . . . . . . . . . . . . . . . 189
H. Aspirational Data . . . . . . . . . . . . . . . . . . . . 223
I. Mobility Data . . . . . . . . . . . . . . . . . . . . . . 239
J. Job Satisfaction Data . . . . . . . . . . . . . . . . . . 251

# LIST OF TABLES

TABLE PAGE

III-1. Firms in Iowa Employing One Hundred or More Employees by Geographic Area. . . . . . . . . . . . . . . . . . . . . . . . . 46

III-2. Firms in Iowa Employing One Hundred or More Employees by Number of Employees Per Location . . . . . . . . . . . . . . . . 46

III-3. Firms in Iowa Employing One Hundred or More Employees by Type of Industry . . . . . . . . . . . . . . . . . . . . . . . . 48

III-4. Firms in Iowa Employing One Hundred or More Employees by Geographic Area and Community Size . . . . . . . . . . . . . . . 48

III-5. Development of the Stratified Sample. . . . . . . . . . . . . . . . 49

IV-1. Distribution of Firms in Universe and Sample by Geographic Area . . . . . . . . . . . . . . . . . . . . . . . . . . . . . 58

IV-2. Distribution of Firms in Universe and Sample by Type of Industry . . . . . . . . . . . . . . . . . . . . . . . . . . . 58

IV-3. Distribution of Firms in Universe and Sample by Size of Firm . . . . . . . . . . . . . . . . . . . . . . . . . . . . . 58

IV-4. Distribution of Firms in Universe and Sample by Size of Community. . . . . . . . . . . . . . . . . . . . . . . . . . . 58

IV-5. Sample Distribution and Return by Type of Industry. . . . . . . . 60

IV-6. Sample Distribution and Return by Size of Firm. . . . . . . . . . 60

IV-7. Sample Distribution and Return by Size of Community . . . . . . . 60

IV-8. Sample Distribution and Return by Geographic Area . . . . . . . . 60

IV-9. Sample Distribution and Return by Sex . . . . . . . . . . . . . . 62

IV-10. Personal Characteristics of Respondents . . . . . . . . . . . . . 62

IV-11. Selected Work Related Characteristics of Respondents. . . . . . . 65

IV-12. Utilization of Men and Women by Job Category. . . . . . . . . . . 71

IV-13. Utilization of Men and Women in Managerial Positions. . . . . . . 71

IV-14. Utilization of Men and Women in Supervisory Positions . . . . . . 73

IV-15. Utilization of Men and Women by Income. . . . . . . . . . . . . . 73

IV-16. Employment of Men and Women by Job Category and Level of Education. . . . . . . . . . . . . . . . . . . . . . . . . . 76

IV-17. Employment of Men and Women by Income and Level of Education. . . 77

IV-18. Average Education of Men and Women by Job Category. . . . . . . 79

IV-19. Average Education of Men and Women by Income. . . . . . . . . . . 79

IV-20. Average Years of Experience of Men and Women by Job Category. . . 80

IV-21. Average Years of Experience of Men and Women by Income. . . . . . 82

IV-22. Employee Perceptions of Underemployment by Sex and Job Category . . . . . . . . . . . . . . . . . . . . . . . . . . 84

IV-23. Employee Perceptions of Underemployment by Sex and Income . . . . 85

IV-24. Employment of College Graduates by Sex and Job Category . . . . . 88

IV-25. Employment of College Graduates by Sex and Income . . . . . . . . 88

IV-26. College Graduates' Perceptions of Underemployment by Sex. . . . . 88

V-1. Travel Required of Men and Women State-wide, by Geographic Area, Size of Community, Size of Firm, and Type of Industry . . . . . . . . . . . . . . . . . . . . . . . . . . 97

V-2. Travel Required of Men and Women by Job Category, Income, Level of Education, and Age. . . . . . . . . . . . . . . . . . . 98

V-3. Travel Required of Men and Women by Economic Reason for Working, Marital Status, and Number of Dependents and Children . . . . . . . . . . . . . . . . . . . . . . . . . . 100

V-4. Willingness of Men and Women to Accept Travel State-wide, by Geographic Area, Size of Community, Size of Firm, and Type of Industry . . . . . . . . . . . . . . . . . . . . . 102

V-5. Willingness of Men and Women to Accept Travel by Job Category, Income, Level of Education, and Age. . . . . . . . . . . . . . 103

V-6. Willingness of Men and Women to Accept Travel by Economic Reason for Working, Marital Status, and Number of Dependents and Children. . . . . . . . . . . . . . . . . . . . 104

V-7. Willingness of Men and Women to Change Employers or Move for a Better Job by Geographic Area, Size of Community, Size of Firm, and Type of Industry . . . . . . . . . . . . . . 106

V-8. Willingness of Men and Women to Change Employers or More for a Better Job by Job Category, Income, Level of Education, and Age . . . . . . . . . . . . . . . . . . . . . . . 108

V-9. Willingness of Men and Women to Change Employers or Move for a Better Job by Economic Reason for Working, Marital Status, and Number of Dependents and Children. . . . . . . . . 110

V-10. Men and Women Aspiring to Higher Positions in the Organizational Hierarchy by Age, Level of Education, Job Category, and Marital Status . . . . . . . . . . . . . . . . . . . . . . . . . 116

V-11. Men and Women Aspiring to Higher Positions in the Organizational Hierarchy by Number of Children, Noneconomic Reason for Working, Income, Economic Reason for Working and Number of Dependents . . . . . . . . . . . . . . . . . . . . . . . . . 118

V-12. Men and Women Aspiring to Higher Positions in the Organizational Hierarchy by Geographic Area, Size of Community, Size of Firm, and Type of Industry . . . . . . . . . . . . . . . . . . . 122

V-13. Present and Ultimately Desired Job Category of Men and Women State-wide . . . . . . . . . . . . . . . . . . . . . . . . . 124

V-14. Men and Women Ultimately Desiring Their Present Job Category State-wide . . . . . . . . . . . . . . . . . . . . . . . . . 127

V-15. Present and Ultimately Desired Job Category by Sex and Type of Industry. . . . . . . . . . . . . . . . . . . . . . . . . 128

V-16. Present and Ultimately Desired Job Category by Sex and Size of Firm. . . . . . . . . . . . . . . . . . . . . . . . . . . 129

V-17. Present and Ultimately Desired Job Category by Sex and Geographic Area. . . . . . . . . . . . . . . . . . . . . . . . 132

V-18. Present and Ultimately Desired Job Category by Sex and Size of Community in Population . . . . . . . . . . . . . . . . . . . 133

V-19. Satisfaction with Work, Promotional Opportunities, Supervision, Co-workers, and Pay State-wide by Sex. . . . . . . . . . . . . 138

V-20. Job Satisfaction of Men and Women by Geographic Area, Size of Community, Type of Industry, and Size of Firm. . . . . . . . . 140

V-21. Job Satisfaction of Men and Women by Job Category, Income, Age, and Level of Education. . . . . . . . . . . . . . . . . . . 143

V-22. Job Satisfaction of Men and Women by Marital Status and Economic Reason for Working. . . . . . . . . . . . . . . . . . . 147

# CHAPTER I

## INTRODUCTION

The status of women in 1976 has clearly changed from the early 1900's when Carrie Chapman Catt, president of the National American Woman Suffrage Association (1900-1902; 1915-1920), stated:

> "If we find woman inferior to man, we must find the reason not in her natural endowment, but in the environment which warped her growth."[1]

Today few people would claim that women are inferior to men, however, recent figures indicate that women continue to hold inferior positions in the work force. National statistics show large percentages of women clustered in low status, low paying jobs. Women also experience continually higher unemployment rates than men.

Such statistics may be correct on a national basis; however, there was insufficient empirical evidence to determine whether or not such a condition existed and to what extent in Iowa. Therefore, a study of the employment and utilization of women in Iowa's work force was necessary to understand the specific situation in this state.

## STATEMENT OF THE PROBLEM

A new and increased awareness has resulted from an examination of the economic and social problems women face. Laws have been passed in recent years to deal with equality of opportunity; non-legislative developments have occurred even more rapidly. The recency of these events may explain why specific empirical evidence on the employment and utilization of working women in Iowa was non-existent.

In the past 15 years, pivotal legislation has been passed at the federal and state levels of government in an attempt to insure equal opportunities for both men and women. The Equal Pay Act, an amendment to the Fair Labor Standards Act, was passed by Congress in 1963 to guarantee equal pay for equal work for all people.

Title VII of the Civil Rights Act of 1964 prohibited discrimination in employment on the basis of sex and was intended to remove the barriers that had been operating to favor men over women in working situations. The Equal Employment Opportunity Commission was created as a federal agency to oversee the implementation of these laws. The Equal Employment Opportunity Act of 1972 expanded the coverage defined by the Civil Rights Act and provided the Equal Employment Opportunity Commission with the necessary powers to enforce the fair employment practice policies defined in the previous legislation.

In 1965, the President issued Executive Order 11246 which established a policy of equal opportunity in all aspects of the federal government, including government contractors and subcontractors. This required that affirmative action plans be developed by almost every major employer in the United States. Executive Order 11246 was amended in 1967 by Executive Order 11375 to prohibit discrimination on the basis of sex. This Executive Order did not substantially change the previous prohibition against sex discrimination; however, it did strengthen enforcement procedures. Three years later, the Office of Federal Contract Compliance issued the necessary guidelines governing the implementation of Executive Order 11246 as amended by Executive Order 11375.

The 61st General Assembly of the Iowa legislature adopted the Iowa Civil Rights Act in 1965 which prohibited discrimination in employment. This Act made discrimination illegal in the hiring, firing, or classifying of jobs by any employer, labor organization or employment agency. It further prohibited advertising that suggested an individual was objectionable or unwelcome on the basis of age, race, creed, color, sex, national origin, religion or disability. The Iowa Civil Rights Act was broadened by Executive Order 15 in 1973. Issued by Governor Robert D. Ray, this Executive Order made it unlawful to discriminate against applicants for state government employment because of sex, age or disability.

Despite these sweeping changes in the law, the President's Council of Economic Advisers did not include a chapter on the economic problems of women in their annual Economic Report of the President until 1973. Only recently have federal statisticians begun to gather extensive data specifically dealing with women as a unique segment of the work force.

Need for the Study

The continuous growth in the number of women in the labor force necessitates a re-evaluation of the contributions working women are making to the economy. Over the last 24 years, the number of women in the nation's labor force has doubled. In 1974, 36 million women represented 40 percent of the nation's workers.[2] Despite such an increase in the number of working women, they were still primarily concentrated in the lower paying, traditionally female occupations and industries.

About 35 percent of all employed women in 1974 were in clerical positions; 15 percent were professional and technical workers, which included more than 2 million teachers and 1.3 million health workers; 21 percent were in service positions; and about 13 percent held operative positions. The median income for women working in full-time jobs was $6,488 or 57 percent of the median income received by working men in 1973.[3]

In Iowa, the number of women working also increased. In 1975, 36 percent of all employed persons in the state were female.[4] Although data are gathered regularly by the U.S. Bureau of the Census, the U.S. Department of Labor and various Iowa state agencies, there is no central depository of specific information on working women in the state.

Comprehensive demographic data on Iowa's work force have never been compiled, so national or regional data have often been used to suggest a profile of Iowa workers. However, such an extrapolation may distort the actual characteristics of workers in this unique state. Iowa is an agricultural state, with two of every three acres farmed. Only 27 cities in the state's 99 counties have populations over 10,000, while 785 communities have populations of less than 2,500 people. The eastern urban centers are heavily industrialized with many plants manufacturing farm equipment or processing foods. More than 55,000 employers file tax records with the state, yet fewer than 1,000 of these companies have more than 100 employees.[5]

Iowa also has a recent history of women in non-traditional roles. The assistant to the director of men's athletics at Drake University in Des Moines is a woman. The President Pro Tempore of the Iowa Senate and third in line to become governor is a woman. The national Chairman of the Republican Party, a woman, maintains a permanent residence in Des Moines.

Although these significant achievements by Iowa women suggest that opportunities are available, 1974 figures reveal that approximately 80 percent of the clerical employees in the state were women while only 11 percent of the managers were women.[6] If the national statistics for occupational median wages hold true in Iowa, then women were also earning lower wages than men. Thus, such statistical evidence seems to contradict the known accomplishments of Iowa women and it appears that women continue to work in lower paying, traditional occupations. If this is the case, women may not be utilizing their full range of skills and abilities.

Any business that does not fully utilize the capabilities of its employees may be reducing total productivity and thereby profitability as well. The combined effect of many organizations neglecting the full capabilities of employees could ultimately influence the total American economy. This problem, because practically insolvable on a national scale, may be better resolved at the state level. Therefore, a comprehensive study of the employment and utilization of women in Iowa's work force was necessary to ascertain the actual occurrence and extent of underutilization and underemployment of women working in the state.

## Purpose of the Study

This study examines the Iowa work force to determine if women are underemployed and underutilized by business and industry within the state. The study investigates the extent and seriousness of the problem.

More specifically, the purpose of the study is to:

(a) Obtain original data from employees in Iowa regarding work-related, personal, attitudinal, and aspirational information;

(b) Analyze and compare the data obtained from both men and women employees to determine if the problem of underemployment and underutilization exists, the extent of its existence, and factors contributing to the problem.

## Scope and Limitations of the Study

This federally funded study was conducted under the auspices of the Iowa Commission on the Status of Women. The Commission became statutory in 1972 and was charged with examining the status of Iowa women, including their status in the area of employment.

The investigation of underutilization and underemployment of women was restricted to employees working full-time in Iowa. An equal proportion of both men and women was surveyed. Analysis was primarily restricted to the employment problems of women. Employees were asked their sex, but no questions about race, color, religion or national origin were asked. The focus of the study was on women as a group and did not isolate the problems of minority women. Therefore, no conclusions can be drawn regarding minority female workers.

Employees working for companies subject to the reporting requirements of the Equal Employment Opportunity Commission were eligible to be surveyed. All participation by individual employees and employers was voluntary; researchers had no regulatory or enforcement authority. All information was obtained directly from employees and none of the specific data obtained was given to the employers.

Only private sector businesses and industries were sampled; public and educational system employers were excluded.

A relatively large sample was needed to compensate for the diversity of the workers and their environments. This restricted the data gathering to variables essential for the conduct of this study. Although accumulation of information on personality and motivational characteristics would have been helpful, it did not appear to be essential. Therefore, the attitudinal information gathered in the survey only included information on job satisfaction and employee aspirations.

## Value of the Study

Such a comprehensive study on the underemployment and underutilization of women in Iowa should have significant impact. The results provide a basis for a realistic determination of whether or not underemployment and underutilization of working Iowa women exists and to what extent. Thus, further actions attempting equality of employment opportunity can be based on factual data for Iowa rather than on emotional appeals and national statistics.

Barriers to upward mobility for women can be identified from survey results and can serve as a catalyst for the study's second year when an educational model for employers and employees will be developed. Such factors as education, experience and aspirations can be further studied to determine their effect in limiting the occupations of women and upward mobility for women.

Finally, the development of comprehensive, state-wide data on underemployment and underutilization of women provides a reference for employers in the state. Businesses can examine and compare their own situations with others in the state. In addition, the comprehensive findings should assist employers in assessing their company personnel policies and procedures.

## ORGANIZATION OF THE PROJECT

In response to the potential problems of underemployment and underutilization of women in Iowa, a proposal was submitted to the Manpower Services Council, Iowa's clearing house for federal funds, to provide funding for the:

> Research and development of a program to assess and document the extent of, and factors contributing to the underemployment of the female labor force in Iowa and to develop and evaluate a comprehensive program to counteract these factors.

The proposal outlined a three phase program to cover a period of three years. Phase I, the Research Phase, would test the hypothesis that female workers in Iowa are significantly underemployed and underutilized in certain job categories and at specific income levels. Phase II, the Education Phase, would design an educational model to overcome the problems uncovered in Phase I. The educational model would be implemented in selected organizations with the objective of counteracting the factors which are disadvantageous to the full utilization of women's capabilities. Phase III, the Evaluation Phase, would evaluate the attitudinal and behavioral changes of the workers and employers involved in the program.

In the spring of 1975, the Iowa Commission on the Status of Women received a federal grant to fund Phase I of the Project. The Employment Project was established as a separate organization within the Iowa Commission on the Status of Women to conduct the study. The first year was organized into three distinct time periods; organization, data gathering, and data analysis.

During May through September 1975, a full-time project director and three full-time supporting staff members were hired to work on the organizational stage of the study. They examined existing information and developed the research methodology and the research instrument necessary to conduct the data gathering, the second stage of the project. A pilot study tested the research methodology and instrument in early September and modifications were made accordingly.

An Advisory Task Force representing business, government, industry, higher education, organized labor and special interest groups was formed. (See Appendix A for a listing of the members.) The members of the task force volunteered their time and expertise while serving as resource persons throughout the study. A nucleus steering committee within the full task force was established for handling the more frequent business.

The state-wide data gathering stage of the study was conducted from October 1975 through January 1976. The state was divided into five geographic areas for both research and travel purposes. From a universe of 1,449 employers who had a minimum of 100 workers in Iowa, 261 locations were chosen to be surveyed. The selection of the employer sample was on a random basis after stratifying for geographic area and size of business.

Four temporary field research workers joined the staff for this four month process. The survey questionnaire was distributed by the field researchers to randomly selected full-time male and female workers; no part-time workers were included in the sample. Questionnaires were returned directly to the project office in pre-addressed stamped envelopes or administered on-site.

Participation was voluntary for both employers and employees. All 261 employers were kept confidential and the anonymity of employees was guaranteed. No employers were given specific data on their employees' responses.

To ensure cooperation of some branch businesses included in the sample, permission was needed from company headquarters located outside the state to sanction the participation of their Iowa employees. Twelve major headquarters were contacted to obtain cooperation for their Iowa locations; however, no out-of-state travel was involved.

The analysis of the gathered data was accomplished during the months of February through April, 1976. Three temporary staff members were needed to code the 6,000 questionnaires before keypunching. Initial computer analysis of the data was begun by an Employment Project research staff member. Consultants were hired to complete the computer analysis and to facilitate the writing of the final report. Drake University provided its Dial Computer Center facilities for the analysis of the data.

The first year of the Employment Project was completed on April 30, 1976. Phase II funding was granted in February of 1976 for the design and testing of an educational model for employers and employees to counteract the barriers to women's full employment. Further in-depth studies will be conducted with more extensive attitude measurement during the second year. Phase III, or the third year, will evaluate the changes promulgated in the second year of the Employment Project.

## DEFINITIONS OF TERMS

Definitions are provided to insure that the reader interprets these frequently used terms in a manner consistent with their intended meaning in the study.

DISCRIMINATION: Discrimination is any overt or covert action directed toward an individual solely because of race, color, religion, sex or national origin.

EQUAL EMPLOYMENT OPPORTUNITY (OR EQUAL OPPORTUNITY): The concept of equal employment opportunity extends beyond a definition of nondiscrimination. It involves the taking of action when necessary to insure full equality in matters of employment, advancement, development, and treatment. This may be demonstrated through such actions as recruitment of women when it is determined they are not proportionately represented in the work force or by periodically evaluating the effectiveness of an entire personnel program and initiating action to correct deficiencies.

UNDERUTILIZATION: The term underutilization is used to describe a situation in which fewer numbers of women are employed in specific job categories than would be expected in view of their availability in the work force.

UNDEREMPLOYMENT: The term underemployment considers the relationship between an individual's education, experience and aspirations and her/his current job. The term depicts situations in which an individual's education or experience is greater than others in similar jobs or at similar pay levels.

EMPLOYEE: An employee is defined as any person working full-time for pay; full-time generally consists of 37.5 hours per week minimum.

## ORGANIZATION OF THE STUDY

The primary concern of the Employment Project study has been presented in general terms in Chapter I, along with the study's purpose, significance, and scope and limitations. A detailed explanation of the organization of the project and the definitions of terms has also been presented.

In Chapter II, the historical development of women in the work force is presented to establish the proper frame of reference for the conduct of the study. In addition, a framework of discrimination against women in employment is developed to offer possible explanations of the causes of underemployment and underutilization.

Chapter III presents the research design and description of the hypotheses. It also includes a discussion of the research methodology, research instrument design, universe and sample selection, collection of data, and limitations of the study.

A summary of the results obtained from the study is presented in Chapters IV and V. In Chapter IV, characteristics of the sample are presented in addition to those findings applicable only to the testing of the research hypotheses. Other relevant findings developed in the study are discussed in Chapter V. The final Chapter, Chapter VI, reviews the overall findings and presents conclusions of the study.

## Footnotes for Chapter 1

[1] Carrie Chapman Catt, "President's Annual Address", (Washington, D.C.: National American Woman Suffrage Association, 1902).

[2] United States Department of Labor, Bureau of Labor Statistics, "Marital and Family Characteristics of the Labor Force, March 1975", (Washington, D.C.: U.S. Government Printing, July, 1975), p. 3.

[3] United States Department of Labor, Employment Standards Administration, 1975 Handbook on Women Workers, (Washington, D.C.: U.S. Government Printing, 1975).

[4] Iowa Employment Security Commission, Research and Statistics Department, "Manpower Information for Affirmative Action Programs 1975", (Des Moines, Iowa: Iowa Employment Security Commission, 1975), Table 2.

[5] Iowa Employment Security Commission, Research and Statistics Department, "Report on Covered Employees and Wages", (Des Moines, Iowa: Iowa Employment Security Commission, 1975).

[6] 1974 EEO-1 Report Summary for Iowa.

# CHAPTER II

# HISTORICAL DEVELOPMENT OF WOMEN IN THE WORK FORCE

Although women have always been a part of the work force in the United States, interest in equality of opportunities for women in the work force has been a recent development. In the early years of the twentieth century, concerns of legislators to protect women against employment abuses coupled with cultural influences resulted in the development and acceptance of discriminatory practices against working women. As social conditions and the demographic features of the female labor force have changed, three distinct periods of women's participation in the labor force become evident: the Protectionist Era, 1900-1940; Transitional Era, 1940-1963; and the Transformation Era, 1963 to Present. A discussion of the significant factors influencing the employment and utilization of women in each period will be presented to provide a historical understanding of the present status of women in the labor force. In addition, a theoretical framework of discrimination against working women will be developed to offer possible explanations of the underlying causes of two basic types of discrimination in employment; underemployment and underutilization.

## PROTECTIONIST ERA, 1900-1940

### Early Legislation

The twentieth century was a time of rapid industrialization. In the wake of that industrial development, working conditions emerged which were notorious for their atrocity. Women and children, as well as male workers, suffered greatly during this period.

In reaction to this situation, legislation was passed to counteract the abuses toward working people. Labor organizations emerged and child labor laws were passed. Women were recognized as a unique segment of the labor force and laws were passed by most states which attempted to protect working women. This legislation included regulation of hours worked, minimum wages, work before and after childbirth, working conditions, and jobs held by women. For example, Iowa's protective labor legislation, although not as restrictive as legislation in many states, required the provision of seats for working women wherever practical.

These laws were passed with the intention of protecting women; however, no consideration was given to individual abilities and preferences. Therefore, such laws often discriminated against women by limiting the availability of certain job opportunities.

## The Working Woman

The industrial boom in the early years of the twentieth century caused a rapid expansion of several nonmanual occupations. Specifically, the number of clerical workers, teachers, nurses, and telephone operators expanded greatly and became largely female dominated. Women were quick to take advantage of these expanded job opportunities and much of the growth of the female work force between 1900-1940 can be accounted for by the expansion of these occupations.[1]

The growing textile and cotton industries attracted women in the early part of this era. Women were utilized because the industry was directly associated with skills women had learned in the home while preparing their families' clothing. Spinning, weaving and sewing were considered unique skills of women, thus promoting the exclusive use of women in those jobs.[2]

As industrialization of the economy progressed, demand increased for workers with general education and some specific skills. The opening of educational opportunities for women, initiated in the 19th century, allowed women to capitalize on this demand. The age of women leaving school steadily increased during this period as women took advantage of these educational opportunities which prepared them for newer, more highly skilled jobs.

The general trend for the period of 1900-1940 suggests that young single women joined the labor force before marriage but often did not re-enter the labor force after marriage. In 1900, 32 percent of women 20 to 24 years old were working, whereas only 19 percent of women 25 to 34 years old were employed. Although percentages were higher in 1940, the pattern in ages of labor force participation for women, peaking at ages 20 to 24, then sharply declining, was similar.[3]

The male labor shortage during World War I encouraged women to enter the labor force. Women were hired for many types of jobs at pay rates never before offered to them. Many women proved themselves capable of performing jobs previously reserved for men. The fact that many men did not return home from the war allowed some women to keep their non-traditional jobs with better wages.[4]

Traditionally, women did not work to develop a career. To the contrary, working was only an acceptable means of support before marriage. Only if a woman remained single or lost her husband was it appropriate for her to work to support herself, her parents, or her children. By the 1930's, single women were an accepted part of the labor force but married women were not. At least 6 opinion polls taken in the 1930's included questions regarding married working women, which suggests the importance of the issue. Generally, attitudes toward married working women were negative, with less than 25 percent of the respondents approving of a married woman working; and from 40 to 80 percent disapproving "depending on the alternatives allowed them."[5]

Two polls conducted by the American Institute of Public Opinion focused specifically on husbands' attitudes toward their wives working at specified wages. Although a larger proportion, 33 percent, responded favorably to their wives working at the higher wage, generally the responses from husbands did not indicate a positive attitude toward the employment of their wives--even during a major economic depression.[6]

In summary, the number of women in the work force increased only 5 percentage points over forty years; from 20 percent of the work force in 1900 to 25 percent in 1940. The typical female worker during this period was young and single. She worked in occupations viewed as extensions of her traditional nurturing and supportive role. The majority of employed women were domestic servants, teachers, nurses, seamstresses and textile mill workers. Women also entered the newly expanding jobs of secretary, stenographer, and telephone operator. Opinions in the early years of the twentieth century indicated it was not desirable for women to work. Working merely consumed the years until marriage. Further, a woman's job choices were severely limited to a few occupations, due to the rigid societal perception of the woman's role.

## TRANSITIONAL ERA, 1940-1963

### Changing Forces

The year 1940 marked the end of a decade of depression, the beginning of hostilities that would lead to United States involvement in World War II, and the beginning of a period that would show fundamental changes in women's participation in the work force.

To meet the demands of World War II, two million women were drawn into the work force between March and August of 1941. By 1943, more than four million additional workers were needed just to operate armed forces and munitions industries. The only realistic source for this additional labor supply was women. Married women, a group that had not traditionally sought employment in the past, and single women joined the labor force by the millions to fill jobs in the factories and offices throughout the United States.[7]

When Japan surrendered in 1945, the ratio of female to male workers was just over one worker to every three. However, a significant change in the work force occurred with the end of the war as men returned to their former jobs. Whereas

19 million women were employed in 1944, only 17 million women were employed by 1946. Thus, women's participation dropped from 35 percent of the total work force in 1944 to just under 29 percent in 1946. The shutdown of many war-related industries caused much of this decrease.[8]

Post-war trends in the industrialization of the United States, however, favored increasing participation by female workers. As industrialization progressed, the manufacturing and service industries continued to grow. Oppenheimer states "if there are changes in the industrial and occupational composition because of increases in the relative demand for manufactured goods, and for services,...then these changes imply changes in the composition of the demand for labor, if not also increases in the amount of labor demanded."[9]

Oppenheimer further suggests that the changing industry demand for a certain type of worker translated into a demand for female labor, because women were clustered in the demanded jobs.[10] Some of the occupations in greatest demand were stenographers, typists, secretaries, teachers, nurses, and telephone operators, where women held most of the jobs.

Low fertility in the thirties and increased industrial activity caused a labor shortage in the early fifties. As the demand for female labor grew, it could not be met by the traditional pool of young, unmarried working women. This factor coupled with the deaths of many young men during World War II created an employment situation that was favorable for new groups of older, married women.

World War II and the post-war industrialization established a need for female workers which took precedence over the restrictions set forth in the protective labor laws. Though the protective labor laws existed until the sixties, no other major legislation dealing with working women was passed during this twenty year period of transition

## The Changing Woman

The impact of both single and married women seeking employment caused dramatic changes in the demographic characteristics of the female labor force during the period. By 1950, a clear pattern of married and older women entering the labor force became apparent.

Although participation by young women remained highest (43 percent of all women aged 20-24 were working in 1950), the rate for women aged 35-44 increased from 15 percent in 1900 to 35 percent in 1950.[11] The numbers of married women entering the work force were also increasing as first evidenced during the war. By 1950, married women comprised more than 52 percent of the female labor force. By 1963, married women made up 57 percent of the female labor force.[12]

Another notable break in the traditional pattern of female labor force participation was the entrance of women with children. In 1951, 30 percent of women with children 6-17 years old were in the labor force. This increased to 41.5 percent in 1963. Women with pre-school age children, as a group, remained the least likely to be employed. Fourteen percent of women with children 6 years old and younger, with husbands present in the home, were working in 1951; an increase of 60 percent brought their participation rate up to 22.5 percent by 1963.[13]

Women went to work for many reasons. First, as previously noted, there was an increased demand for women in certain jobs. Secondly, many women were the source of primary family income; i.e., in 1960, 10 percent of all families were headed by women.[14] Finally, during the 1950's the standard of living rose significantly and many women began to work to support their families' life style.

Single women were readily accepted as part of the work force; however, married women who were working still had not received approval. In a 1946 opinion poll only 34 percent of the men and 42 percent of the women approved of married women with children under 16 working. Surprisingly, in a 1960 poll, still only 34 percent of the husbands approved of wives working.[15]

### Changing Work Force

Regardless of these unchanging attitudes toward working wives, women continued to join the work force. From 1900 to 1940, the participation of women 14 years and older in the labor force only grew from 20.4 percent to 25.4 percent. In the next seven years, from 1940 to 1947, participation increased by 5.6 percentage points; and it increased another 5.7 percentage points from 1947 to 1960. By 1960, women workers comprised 36.7 percent of the total labor force.[16]

During the period from 1940 to 1963 unemployment rates for women closely mirrored their participation rates in the work force. In 1950, when women were 29.0 percent of the work force, women comprised 32 percent of the unemployed. In 1960, when 36.7 percent of the workers were women, women were 35 percent of the unemployed persons.[17]

In 1960, women continued to be clustered in the traditional jobs of the past 60 years. Fifty-four percent of the employed women were clerical, service, and private household workers. Only one percent of the employed women were craft workers, and only 5 percent were managers and administrators.[18]

In summary, the demographic characteristics of women in the labor force went through several important changes during the transitional era. Older as well as married women entered the labor force in substantial numbers, but the occupational composition of the female labor force remained basically unchanged as the United States entered the decade of the sixties.

## TRANSFORMATION ERA, 1963 TO PRESENT

### Impetus for Further Change

The social conditions of the 1960's served as a catalyst for the transformation of traditional stereotypes. The issues of racism and the Viet Nam War shaped a period noted for its civil disobedience and social activism. This climate of heightened social consciousness created a favorable atmosphere for re-evaluating women's role in society. Promoting the theory that the traditional role of wife and mother was confining and the status of women was that of second class citizens, the feminist movement began.

Women sought recognition of their importance in the home and on the job. The realization that women were working for lower salaries and with less chance for advancement than men prompted women to demand and organize for equal rights. The movement received public attention in 1963 when the President's Committee on the Economic Status of the Woman Worker documented the extent of discriminatory practices against the employed woman. The Committee recommended equal opportunities in hiring, training, promotion and pay for women.[19]

In the same year (1963) Congress passed the Equal Pay Act, requiring equal pay for men and women doing the same work. In a landmark decision interpreting the Act, a federal court ruled in 1968 that work need not be identical if it was substantially equal in skill, effort, and responsibility.[20]

The Equal Pay Act, although important in the recognition of women's rights, did not address itself to the more complex aspects of employment discrimination in hiring and promotion. The most influential piece of legislation in regard to this kind of discrimination is Title VII of the Civil Rights Act of 1964. Title VII requires that all employees be treated without regard to sex in every phase of employment, including hiring, firing, promotion and pay. Title VII is of great importance to the woman worker, but ironically, the inclusion of the sex clause was not intended as corrective legislation. The principle purpose of the Act was to eliminate racial discrimination; the sex clause was included as an attempt by Congressional conservatives to defeat the bill.[21]

Title VII of the Civil Rights Act is binding for employers of 15 or more people, public and private employment agencies, labor organizations, and labor/management apprenticeship programs. The Act established the Equal Employment Opportunity Commission (EEOC) to administer the law and to receive, investigate and resolve employment discrimination charges under Title VII. In August of 1969, the EEOC addressed itself to the effect of Title VII on state protective labor laws, which required preferential treatment for women. The EEOC stated, "State laws and regulations, although originally promulgated for the purpose of protecting females, have ceased to be relevant to our technology due to the expanding role of the female worker in our economy." The Commission found that such laws did not consider the capabilities, preferences, and abilities of individual females and tended to discriminate rather than protect. In conclusion, the Commission ruled that "such laws and regulations conflict with Title VII and will not be considered a defense to an otherwise established unlawful employment practice."[22]

In 1965, Iowa enacted its own Civil Rights Act, which prohibited discrimination in employment. It stated that discrimination in hiring, firing or classifying of jobs by any employer, labor organization, or employment agency was unlawful. The Act also prohibited advertising that suggested any individual was objectionable or unwelcome on the basis of age, race, creed, color, sex, national origin, religion or disability.

Equality of opportunity was further extended through legislative amendment and Executive Order. In 1972, an amendment to the Equal Pay Act extended its provisions to administrative, professional and outside sales personnel; in 1974, federal, state, and local governments were included. The Civil Rights Act was amended in 1972 to bar hiring based on stereotyped characterizations of the sexes, classification or labeling of jobs by sex, or advertising by sex. Government, federal contractors

34

and subcontractors and federally assisted construction contractors were required to abide by the Civil Rights Act by Executive Order 11246 (as amended by Executive Order 11375). This Executive Order, as amended, specifically required federal contractors to ensure employment and treatment without regard to sex by instituting affirmative action programs. Iowa broadened its Civil Rights Act in 1973 when Governor Robert D. Ray ruled it unlawful to discriminate against applicants for state employment for reasons of sex, age, or disability through Executive Order 15.

Congress passed the Equal Rights Amendment (ERA) in March 1972. This constitutional amendment reads: "Equality of rights under the law shall not be denied or abridged by the United States or by any state on account of sex." To become law, an amendment to the Constitution must be approved by 38 states. Iowa, one of 34 states who have ratified the ERA, passed the Amendment on March 24, 1972, by a vote of 73-34 in the Iowa House and 44-1 in the Iowa Senate.

The period of 1963-1975 was a time in which much social legislation was passed. The same climate also promoted change in societal attitudes. By the late sixties the Women's Movement was extremely visible and had given women an opportunity to assess their individual life styles. A number of factors favored the ideology of the women's movement becoming a reality. The development of oral contraceptives and access to legal abortions allowed women more control over pregnancy. This in turn gave women more freedom and more options in choosing and achieving lifetime goals.

This period was also a time of war, and as in World Wars I and II, the Viet Nam War brought women into the labor market. Because civilian labor was in short supply, employers were forced to adjust work schedules to include part-time employment to attract women. A good example of this is the growth of the "temporary office help" industry which expanded markedly during this period.[23]

Further job opportunities were created for women as expansion occurred in areas where women traditionally worked. During the past fifteen years, the service sector has continued as one of the fastest growing. Within the service sector the fields of government and teaching, historically the employers of women were booming. In addition, technological development created new fields, such as computer sciences, which had no previously identified sex stereotyped label. There was less resistance to hiring women in this new field than an influx into traditionally male-stereotyped jobs.

## Today's Working Woman

Clearly an environment was created in this period where women found more possibilities, more opportunities, and more demand for their employment. Reflecting these changes, labor force participation rates for women 16 years and older increased from approximately 37 percent in 1960 to 40 percent in 1975. Three major trends became evident by the end of the 1960's. First, in 1963, the three youngest age groups displayed increased participation rates. Forty-five percent of women aged 20-24 were working in 1947, with percentages remaining stable until 1963 when rates increased from 47.6 percent to 56.8 percent in 1969. The next two youngest age groups 25-34 and 35-44 reflect similar, if less dramatic, increases. Secondly, in 1960, 32 percent of all wives whose husbands had jobs, were working; by 1975 this figure had risen to 43.6 percent. Finally, in 1960 slightly over 28 percent of wives with children under six were working, while in 1975, 39 percent were working.[24] These statistics suggest significant shifts in the demographic characteristics of the working woman.

Several demographic trends during this period provide an understanding of the growing participation rate of younger women. Women were marrying at later dates, which enlarged the pool of young, single women who had consistently exhibited high participation rates. After marriage, women showed a declining fertility rate coupled with births at later ages, which also increased the supply of younger women.[25] In 1952, 8 percent of women workers had completed college work; in 1974, 13 percent had 4 or more years of college. In 1952, 51 percent of all women workers had completed high school; by 1974, 72 percent had a high school diploma.[26] There is a documented positive correlation between educational attainment and labor force participation. The more investment made in education, the higher the probability that women will attempt to turn that investment into rewards in the labor market.[27]

The argument that women work only for "pin money" is a common one. However, recent statistics belie this myth. In March 1973, 42 percent of employed women were single, widowed, divorced or separated. Further, 19 percent were married to husbands who earned less than $7,000 annually. Thus, a total of 61 percent of the women worked to provide the necessities of daily living.[28]

It must not be presumed, however, that work is significant only for primary wage earners. The number of married women in the labor force more than doubled since 1950 from 9 million to slightly over 20 million.[29] Work is an important part of the lives of many women. A 1973 study indicates that women expect to enter the work force in increasing numbers and are also aiming at higher level positions. Approximately 75 percent of the white women and 67 percent of the black women indicated preferences for white collar jobs, and half of those were seeking professional, technical, or managerial positions. The study attributes this increase in women's plans for work to their lesser expectations for childbearing and their own changing concept of the role of women. These findings are further supported by a 1970 study which found that of women aged 30-44, 60 percent of the white and 67 percent of the black women workers would continue to work even if they could live comfortably without their earnings.[30]

Women are working in significant numbers today. They are wives and mothers; they work out of necessity and because it is a meaningful part of their adult lives. This seems to indicate a substantial change in today's working woman from the woman worker of 50 years ago. The woman worker of the early twentieth century was pitied as compared to the preferred role of mother and wife. Today women are an important part of the American work force and are representative of the entire female population. They are making inroads into an ever broadening number of occupations.

## Present Utilization of Women

Even though these recent changes are encouraging, we must look closely at the total employment picture for women. Women have continued to have higher unemployment rates than men. In 1974 the male unemployment rate was approximately 4.8 percent, for females it was about 6.8 percent. This gap usually widens as unemployment declines. While women made up about 40 percent of the national labor force in 1974, they constituted over 45 percent of the unemployed work force.[31] In Iowa, where the total unemployment rate in 1974 was 3.0 percent, it was 4.0 percent for women. Although women made up 36.5 percent of the Iowa labor force, they composed 48.5 percent of all unemployed workers in Iowa.[32]

After a woman secures a job she is usually paid less than a man. From 1967 to 1974, the median weekly earnings of full-time working women remained at about 60 percent of the earnings of men working full-time. Women on the average in 1973 earned slightly less than $130 per week, while men earned about $200 per week.[33] According to 1973 figures, annual earnings of women, though varying by occupation, were in no case higher than 64 percent of the annual earnings of men employed in similar work, and were sometimes as low as 38 percent.[34]

Several recent studies have been conducted to explain the difference in pay for men and women. A number of factors were found to contribute to the discrepancy in pay between men and women. In 1964 Sanborn found that women worked fewer hours per week, had higher absenteeism and turnover, and on the whole, less experience than men.[35] Fuchs, in 1964, found that women's more casual attachment to the work force and less post schooling job investment were important elements in the differential earnings for men and women.[36]

The importance of attachment to the labor force and experience was further supported by Sawhill in 1973.[37] He noted that the estimated work life expectancy for a married 25 year old is 30 years for women and about 38 years for men, with women spending less time in each job than men. Sawhill also found that women's job investment was less than men. Malkiel and Malkiel's study of the personnel files of 272 professionals in a single company indicated similar findings. Differences in experience, education and productivity (in terms of absenteeism) account for 75 percent of the difference in pay for men and women.[38]

Although hours worked, education, experience, and job investment account for much variance in the pay between men and women, there still remains a portion of the differential that is unexplained. Presumably this unexplained portion could be attributed to sex discrimination. Suter and Miller in a study of career women in 1968 concluded that women's pay was commensurate with education and effort, but not skewed as highly as men's. Women receive just average wages regardless of training, job status, or experience; women do not turn education and job status into income as readily as men.[39]

The most important single factor contributing to the difference in pay between men and women, however, was the clustering of women in lower paying occupations. Whether this occurs through job choice or job assignment, this balkanization seems a critical element in the difference in pay. Fuchs found women in male concentrated industries earned considerably more than women in industries with a more equitable male-female mix.[40] Sawhill also found that the remainder of his adjusted pay differential could be attributed to the overwhelming presence of women in lower paying jobs.[41] Oaxaca concluded that occupational barriers were the key to wage differences, and that if these barriers could be eliminated, it would virtually remove any wage differential.[42] Malkiel and Malkiel attributed 25 percent of the pay differential to the lower job assignments of women.[43]

Although women have made great strides, they continue to be largely employed in occupations traditionally considered women's work. In 1974, 53 percent of the 33.4 million women workers were employed as service or clerical workers. They composed 98 percent of all private household workers, 78 percent of all clerical workers, and 59 percent of service workers. They made up only 18 percent of managers and administrators, and 4 percent of craft workers. Forty-five percent of the 30.1 million working women were employed in retail trade or service industries. Women were 55 percent of all workers in the service industry and 47 percent of the workers in the retail trade industry.[44]

## A FRAMEWORK OF DISCRIMINATION

The preceding discussion suggests that women have not fully reached equality in employment in 1976--either in certain male dominated occupations or in higher paying jobs. If this is the case, women may be experiencing two general types of discrimination: underemployment and underutilization.

### Underutilization

The term "underutilization" is directly related to the imbalance between male and female employment in particular occupational groups and pay levels. If work-related characteristics such as individual talents, qualities, and occupational preferences were randomly distributed throughout the population of men and women, then it would be expected that men and women would hold positions in any job category proportionate to their total representation in the work force. For example, since women make up about 40 percent of the national work force, one would expect that women would hold about 40 percent of the jobs in every job category. However, as noted in the previous section, women comprise only 4 percent of all craft workers nationally, thus it is clear that women are "underutilized" in craft positions. Underutilization is the condition of having fewer members of a specified group in a certain job category than would be expected by their availability in the work force.

Underutilization is the result of a variety of both economic and social influences in the environment. The sex roles defined in a culture have a great effect on the acceptable occupational choices for men and women in the labor market. Historically, women's participation in the labor market has been viewed as an extension of their roles in the family unit. Traditionally, women have been employed in fields closely related to their nurturing role (e.g., nursing and teaching) and often their jobs have been considered secondary to their primary role in the family unit. Women have been socialized into accepting these roles and often perceive such occupations to be more compatible with their societal roles. Women may choose low skilled jobs because they feel they will not get an adequate return on personal investment in education or training or because they do not, in fact, plan to remain continuously in the work force.

Responsibilities of the home and family may also influence the types of jobs women enter. Women's participation in the work force and their occupational choices can be linked to their child-bearing and child-rearing functions. The pattern of participation of women in the work force often follows a three phase life/family pattern. In the first phase, the woman works before she marries and has children. During the second phase, she drops out of the work force to bear children and care for her family. After these child-rearing years, she may re-enter the labor force for a third phase of employment. Although more and more women with pre-school age children are presently working, these women remain the least likely women to be employed. The decision to have children often causes a break in a woman's work life, because in most cases, the burden of child care rests on the mother. This pattern of entering, leaving, and re-entering the work force has resulted in a tendency by employers to consider the female employee as a non-permanent employee.

Employers' decisions to hire or advance women are another aspect of occupational balkanization. With little or no experience of having women in certain traditional male occupations, employers may immediately assume that women should be hired for only traditional female occupations. Since some employers may also perceive women to have a lesser attachment to the labor force than men, they may not be willing to invest the cost of training a woman for the more highly skilled jobs.

Employers may inadvertently discourage women from entering higher level positions in administration or management. An employer who has previously looked only to the men in the organization to find promotable employees, may overlook career-oriented women in formal or informal career-pathing. Organizational guidelines for promotion have been designed from male career expectations and may not be adaptable to female life work cycles. If a woman senses that there will be no support for her, either from management or from her co-workers, she may become sufficiently discouraged and not attempt upward movement within an organization.

Thus, through their own job choices, life/family patterns, and job assignment by employers, women often remain underutilized in certain types of jobs. It appears that the situation will continue until the employer encourages, and the female employee actively seeks, wider occupational choices for women.

## Underemployment

The term "underemployment" has been used to describe a person unemployed on a qualitative basis. If a person is working in a position that does not utilize full productive capacity, then the person is termed "underemployed". A Ph.D. in engineering who works as a file clerk is an exaggerated example of this concept.

Qualitative variables can be isolated to measure underemployment. Persons are underemployed in relation to their education or training and previous work experience outside the home. The determination of underemployment is made by comparing the education and experience of persons in similar job categories, income or responsibility levels. For purposes of this study, the Ph.D. file clerk is underemployed only if other individuals working as file clerks have significantly different (lower) education backgrounds. This does not mean to imply that individuals with doctorates who are working as file clerks are not underemployed in relation to their educational backgrounds. This merely suggests that they are no more underemployed than any other persons with similar educational backgrounds in similar occupations.

The underemployment of women is often due to the socialization of both sexes. The employer may reason that men merit higher salaries, additional investment in training or preference in hiring because men will not leave the work force when they marry and have children. Employers may also assume that men are better employment risks because they are more geographically mobile, can give more time and effort to the job because of fewer domestic responsibilities, and need more money to provide support for their families. Thus, regardless of individual skills or education, an employer may feel it is preferable to hire men for jobs requiring high levels of skill or responsibility.

Through socialization of sex roles, an employer may feel comfortable only with women performing certain tasks regardless of their qualifications for other positions. The potential gain in profits to companies through full use of skills and abilities of all employees may be outweighed by the unconscious desire to maintain the status quo of traditional roles of the sexes. Some employers may be willing to forego the advantages of equality of opportunity for female employees just to maintain the known advantages of the status quo.

Women, too, may feel that only certain working roles are acceptable. This feeling, coupled with subtle discouragement from the employer, may convince her that there will be little support for her in a non-traditional role. Regardless of her abilities, a female employee may assume traditional jobs to avoid threatening either her identity as a woman or her position in the organization.

Domestic responsibilities may also limit the full use of a woman's skills. For married women, oftentimes non-paid work; i.e., work in the home, rather than leisure time, is the substitute for paid work. In many cases, a married women's entrance into the work force reduces or perhaps even eliminates her free time. Accepting higher level or more responsible jobs often requires more time at work or precludes the possibility of leaving a job when needed at home. This may be an impossibility for a woman who handles the majority of domestic responsibilities.

## SUMMARY

Certain fundamental changes in the female work force have occurred since 1900. The female work force is no longer limited to the young or single woman. Legislators were once committed to creating a protective working atmosphere for women. Today, legislation is directed toward providing equality of employment opportunities for women.

Yet many aspects of the employment situation appear unchanged. Women remain disproportionately concentrated in a few traditional occupations; they are poorly represented in certain male-stereotyped jobs. Women appear to be paid less than men, regardless of their education, training or experience. Women often have more difficulty finding jobs was well as being promoted within an organization after obtaining a job.

It seems that sex discrimination in employment remains a very real problem. Sex discrimination, whether expressed as underutilization or underemployment, is ultimately a function of our socialization. Stereotyped roles for the sexes permeate all aspects of our culture. The problem is further complicated by its size: women are 53 percent of our total population and 40 percent of the national work force. But more importantly, the personal nature of the problem makes it sensitive; as the status quo is questioned, the traditional relationships between men and women are threatened.

The importance of understanding the problem outweighs the potential danger of its volatile nature. To explore adequately and resolve sex discrimination in employment, Iowa must understand its specific situation. How extensive are the problems in Iowa? In what jobs and at what levels do the women in Iowa work? In what industries and areas is sex discrimination in Iowa most problematic? Only through understanding the specific situation in Iowa can solutions to sex discrimination in employment be found. Then equality in employment opportunities can be realistically and actively pursued.

## Footnotes for Chapter II

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[34] U.S. Working Women: a chartbook, p. 36.

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# CHAPTER III

# HYPOTHESES AND RESEARCH DESIGN

## INTRODUCTION

The review of the history and problems related to underemployment and underutilization of women in the work force suggests numerous propositions which could be tested through empirical research. Only those hypotheses which were considered to be of greatest significance in fulfilling the objectives of this study were selected for empirical testing.

After the presentation of hypotheses, this chapter will present a discussion of the research methodology, design and administration of the research instrument, the nature of the population and sample, and the limitations of the methodology and sample.

## HYPOTHESES

It is the general hypothesis of this study that equality of opportunity for working women in Iowa has not yet been fully obtained. If the study confirms this hypothesis, an action model will be designed and implemented during the second year of the project to assist employers and employees in their efforts to obtain equality of opportunity for women. Thus, a supporting purpose of the study is to identify the barriers to job entrance and upward mobility for women to ascertain the reasons for underemployment and underutilization of women.

The first major research hypothesis tests the assumption that women are not employed in certain types and levels of positions to the same extent as their availability in the work force. This hypothesis assumes that in certain job categories, (e.g., professional, technician and skilled craft positions), and certain higher level positions (e.g., supervisory and managerial positions), fewer women are employed than should be. Thus, the first major research hypothesis states:

> Women employees in Iowa are underutilized in certain job categories and certain position levels in relation to their availability in the work force.

In order to test this hypothesis adequately, it must be presented in more specific terms and in the null form for the express purpose of being rejected by the findings of the study. The rejection of the null hypotheses permits the alternative hypotheses to be accepted. The specific testable hypotheses presented in null form are:

Hypothesis 1.1 Women are employed in each job category[1] in proportions equal to their representation in the Iowa work force.

Hypothesis 1.2 Women are employed in managerial positions in proportions equal to their representation in the Iowa work force.

Hypothesis 1.3 Women are employed in supervisory positions in proportions equal to their representation in the Iowa work force.

Hypothesis 1.4 Women are employed at specific pay levels in proportions equal to their representation in the Iowa work force.

The next major research hypothesis is based on the assumption that women workers in Iowa are underemployed in relation to their capabilities. The hypothesis assumes that women are not employed in positions or at pay levels commensurate with their education, previous work experience and aspirations. Thus, the second major research hypothesis states:

> Women employees in Iowa are underemployed in relation to their education, previous work experience, and aspirations.

The specific testable hypotheses presented in null form are:

Hypothesis 2.1 Women and men employees in like job categories have similar education backgrounds.

Hypothesis 2.2 Women and men employees at comparable pay levels have similar education backgrounds.

Hypothesis 2.3 Women and men employees in like job categories have comparable years of working experience.

Hypothesis 2.4 Women and men employees at comparable pay levels have comparable years of working experience.

Hypothesis 2.5 Women and men employees in like job categories have similar perceptions of their underemployment in the organizational hierarchy.

Hypothesis 2.6 Women and men employees at comparable pay levels have similar perceptions of their underemployment in the organizational hierarchy.

An additional subset of the underemployment hypothesis considers the employment of college graduates at skill and pay levels appropriate to their education. These hypotheses will compare the distribution of male college graduates with the distribution of female college graduates by job category and pay levels. The specific testable hypotheses presented in null form are:

Hypothesis 2.7 Women and men college graduates are proportionally distributed among the various job categories.

Hypothesis 2.8 Women and men college graduates are proportionally distributed among the various pay levels.

Hypothesis 2.9 Women and men college graduates have similar perceptions of their underemployment in the organizational hierarchy.

## RESEARCH METHODOLOGY

This study was essentially concerned with the gathering of demographic and attitudinal information from employees. The questionnaire approach was selected to collect information from employees because of the wide dispersion of the universe. Collecting large amounts of data insured that all essential parts of the universe were adequately represented.

The primary analysis technique used in this study involved the determination of significant differences between various sets of data. Since the study primarily focuses on the differences between employment and utilization of men and women in the Iowa business sector, tests of significance involving sample proportion differences and mean differences were the most frequently used statistical techniques.

## RESEARCH INSTRUMENT DESIGN

The research instrument used in the conduct of this study, titled Employment Survey, was specially designed by the Employment Project staff to obtain both demographic and attitudinal information from employees of business and industry in Iowa. (See Appendix B for the Employment Survey questionnaire.)

The staff of the Employment Project received general guidance from an Advisory Task Force (ATF) which represented business and industry, government, higher education, organized labor, and special interest groups, such as women's organizations, professional business associations and the general public. The content base of the questionnaire was developed by the project staff and a smaller steering committee of the ATF. The questionnaire required the collection of four kinds of information: (1) work related, (2) personal, (3) attitudinal, and (4) aspirational. An extensive list of informational items was eventually narrowed and refined to include only those items critical to the study. The specific items determined to be necessary for the conduct of this study are shown in Figure 1. Each item was developed into question form for inclusion in the questionnaire.

The Employment Survey questionnaire was designed to facilitate administration and to promote voluntary cooperation by employers. Five criteria were considered important in the questionnaire design. First, the face validity had to be high. Employees responding to the questionnaire had to readily see the relationship between the questions and the stated purpose of the questionnaire. Second, the questions

FIGURE 1

## WORK RELATED INFORMATION

1. Total years experience
2. Years of work experience by specific job category
3. Years of voluntary (nonpaid) work experience
4. Years in present position
5. Present job category
6. Years and number of work interruptions by cause of interruption
7. Years of most recent uninterrupted work
8. Miles traveled in commuting to work
9. Requirements for travel in present job
10. Number of people currently supervised
11. Extent of supervisory responsibilities

## PERSONAL INFORMATION

1. Education
2. Training
3. Current enrollment in education or vocational pursuits
4. Union membership
5. Age
6. Sex
7. Marital status
8. Number dependents
9. Number of children under 12 living at home
10. Primary financial reason for working
11. Other reason for working
12. Annual income

## ATTITUDINAL INFORMATION

1. Willingness to travel in the job
2. Willingness to change employers for more pay or a more responsible job
3. Willingness to move to a different town for a job
4. Effect low cost child care would have upon willingness to work overtime, work different shifts, accept position requiring travel and accept positions of more responsibility
5. Likelihood of obtaining desired position within five years
6. Attitudes toward present job, supervision, pay, co-workers, and opportunities for promotion

## ASPIRATIONAL INFORMATION

1. Hierarchial positional level presently desired
2. Type of occupation presently desired
3. Hierarchial positional level desired in future
4. Type of occupation desired in future

had to be easily read and understood by persons completing the questionnaire. Third, the questions had to avoid extensive or complicated answers. Fourth, the answers to the questions had to be available from the employees' own knowledge and easily recorded on the questionnaire. Fifth, the questionnaire had to be easily completed within ten to twenty minutes.

The Employment Survey questionnaire utilized a number of different questioning techniques. All work-related and personal information required a specific answer. For example, the question developed to obtain total years of work experience asked:

> "How many years have you worked for pay? _____years (specify number)"

Attitudinal information questions required employees to make decisions concerning: (1) willingness to travel, (2) willingness to change employers, (3) willingness to move to a different town, (4) likelihood of obtaining desired position, and (5) effect of low cost child care upon willingness to work over-time, work different shifts, accept positions requiring travel, and accept positions of more responsibility. For example, the question developed to ascertain employees' attitudes toward mobility asked:

> "Would you change employers to obtain more pay and/or a more responsible job? (check one) ___Yes ___No."

Attitudes toward employees' present job, supervision, pay, co-workers, and opportunities for promotion were obtained through the Job Description Index developed and validated by Patricia C. Smith.[2]

Aspirational information was obtained by requesting employees to indicate their perception of the specific job category and organizational hierarchial level preferred now and in the future. Occupational aspirations were determined by comparing present job category with desired job category. Hierarchial aspirations were determined by comparing employees' perception of their current level with their desired level in the organizational hierarchy.

The validity and reliability of the Job Description Index portion of the Employment Survey questionnaire have been well documented.[2] Although the validity of the remaining portion of the Employment Survey questionnaire is less certain, there was evidence for concluding it was utilitarian for purposes of this study. Several groups cooperated in pretesting the questionnaire. Initially, a faculty member of the College of Business Administration, Drake University, reviewed the instrument on the basis of his knowledge of the construction of research instruments. The instrument was also reviewed by a faculty member of the Psychology Department of Iowa State University. Secondly, the Advisory Task Force evaluated the instrument for content and construction. Thirdly, the questionnaire was administered to a group of twenty employees. Each employee was requested to complete the questionnaire and encouraged to ask questions while responding to each question. Upon completion of the questionnaire, each employee was interviewed by a researcher and asked to comment on the questionnaire.

Lastly, a formal pilot study was made of the questionnaire with a sample of employees representative of those in the actual universe. Two hundred and fifty-six employees, 115 women and 141 men, in four companies completed the questionnaire. The pilot study included a large hospital, a large manufacturer, a small rural utility and a small transportation company. Employees from three of the pilot study locations returned their responses by mail. One employer in the pilot study allowed employees to complete the questionnaire on-site. The length of time required to complete the questionnaire ranged from 7 to 20 minutes with a mean of 16 minutes. This fell within the range of time earlier established as a criteria of construction. Responses on each questionnaire were analyzed to ascertain any additional problems. Only minor changes were made in the research instrument as a result of the pilot study.

It is believed that high face validity was established through the pre-test of the research instrument. Employees were open and frank in their discussion of the instrument and its potential for obtaining the desired information. Construct validity was also tested. Since construct validity is determined and evaluated by a subjective process of judgment,[3] Cronback has suggested that an effective method of testing the construct validity is the administration of the instrument to individuals who "think aloud" in order to determine the relevant and irrelevant features of the research instrument.[4] This method was utilized in administering the questionnaire to the initial pilot sample of 20 employees and the Advisory Task Force. These people believed the research instrument was a good measure of the elements it was designed to measure.

## UNIVERSE AND SAMPLE SELECTION

### Employer Sample Selection

The employer universe for this study consisted of all Iowa private sector employers who filed Equal Employment Opportunity (EEO-1) reports in 1974. The universe specifically excluded any employer with less than one hundred employees in Iowa. However, many firms employing over one hundred employees in Iowa had branch locations with less than one hundred employees and were included in the universe.

The restriction on employer size was deemed necessary for two reasons. First, the study's purpose was to investigate the underemployment and underutilization of working women in Iowa so an action model could be designed to assist employers and employees in overcoming specific problems discovered by the research. Since more opportunities for advancement would appear to exist in larger firms, a study of larger, more complex firms could produce more useful information. Smaller firms may be restricted in their efforts to develop and promote personnel by the lack of opportunities available. Therefore, it was assumed that larger employers would have more opportunities for well qualified employees.

The second reason for restricting employer size to one hundred or more employees was prompted by the requirements of the Civil Rights Act. Since all firms employing one hundred or more employees are subject to the Civil Rights Act and are required to submit periodic reports to the Equal Employment Opportunity Commission, these firms already had data on the employment and utilization of women. Thus, it was believed the request for data by the researchers would not impose an unusual workload on employers nor would employers feel this request would be an invasion on their privacy.

The size of the employer sample was determined to be 261 firms, which afforded maximum employer coverage within budgetary and time limitations of the study. Since Iowa consists of distinct geographical areas, each with unique characteristics, the sample was initially stratified into five major geographical areas: central, southwest, northwest, northeast, and southeast, in order to preserve the flavor of each of the major geographical areas in Iowa. These five areas were selected because common usage within Iowa often classifies the state into these areas and each area contains a unique mix of industry, community sizes and agriculture. Thus, the findings of the study could be applied to a specific geographic area rather than the total state. Table III-I shows the number of firms employing over one hundred employees by major geographic area. (See Appendix C for a map of areas.)

Stratification of the sample was also designed to account for size of employer. The researchers used the Bureau of the Census size classifications as follows: (a) one to forty-nine employees, (b) fifty to ninety-nine employees, (c) one hundred to two hundred and forty-nine employees, (d) two hundred and fifty to four hundred and ninety-nine employees, (e) five hundred or more employees. Although the study was limited to firms employing one hundred employees or more, many such firms have branch locations with less than one hundred employees. These firms

## TABLE III-1

## FIRMS IN IOWA EMPLOYING ONE HUNDRED OR MORE EMPLOYEES BY GEOGRAPHIC AREA

| GEOGRAPHIC AREA IN IOWA | NUMBER OF FIRMS | PERCENT |
|---|---|---|
| Central | 250 | 17.3% |
| Southwest | 100 | 6.9 |
| Northwest | 268 | 18.5 |
| Northeast | 415 | 28.6 |
| Southeast | 416 | 28.7 |
| Total | 1,449 | 100.0% |

SOURCE: 1974 EEO-1 reports for Iowa.

## TABLE III-2

## FIRMS IN IOWA EMPLOYING ONE HUNDRED OR MORE EMPLOYEES BY NUMBER OF EMPLOYEES PER LOCATION

| NUMBER OF EMPLOYEES PER LOCATION | NUMBER OF FIRMS | PERCENT |
|---|---|---|
| 1-49* | 407 | 28.1% |
| 50-99* | 290 | 20.0 |
| 100-249 | 454 | 31.3 |
| 250-499 | 170 | 11.7 |
| 500 and over | 128 | 8.8 |
| Total | 1,449 | 100.0% |

SOURCE: 1974 EEO-1 reports for Iowa.

*An employer size of less than 100 employees suggests a larger organization with multi-locations, some of which may have less than 100 employees at a particular work location. For example, a retail chain may consist of a headquarter office and many retail outlets of fewer than 100 employees each.

provided the opportunity to study employees in small branch locations who had access to larger organizations for promotion and developmental purposes. The number of firms in Iowa with total employment of one hundred or more is shown in Table III-2.

Although the sample was not specifically stratified by industrial classification and community size, it was hoped that the random selection of firms would result in a proportional representation of these two classifications. Firms were classified in accordance with the Standard Industrial Classifications. Six classifications were used in this study: (a) agriculture and construction, (b) manufacturing, (c) transportation and utilities, (d) wholesale and retail trade, (e) finance and insurance, and (f) services. Table III-3 shows the number of firms in Iowa employing at least one hundred employees by the six classifications used in this study. Firms were also classified by the size of community in which they were located. These classifications followed the Bureau of the Census Categories and were as follows: (a) under 2,500 in population, (b) 2,500 to 10,000 in population, and (c) over 10,000 in population. The number of firms in Iowa by geographic area and size of community is shown in Table III-4.

The process of sample selection was accomplished through the construction and utilization of Table III-5. Initially, firms in the universe were classified by geographic area and firm size as shown in Step One, Table III-5. Second, as shown in Step Two of Table III-5, the distribution of these firms was calculated as a percentage figure; e.g., 86 or 32 percent of the 268 firms in Northwest Iowa employ 1-49 employees. Next the specific desired sample size, as shown in Step Three, for each combination of geographic area and firm size was computed using the information in Table III-1 and Step Two of Table III-5. For example, from Table III-1 it was determined that 18.5 percent of the sample of 261 firms, or 48 firms, should be in the Northwest area of Iowa. Of the 48 firms in Northwest Iowa in the sample,

## TABLE III-3

## FIRMS IN IOWA EMPLOYING ONE HUNDRED OR MORE EMPLOYEES BY TYPE OF INDUSTRY

| TYPE OF INDUSTRY | NUMBER OF FIRMS | PERCENT |
|---|---|---|
| Agriculture, Construction | 38 | 2.6% |
| Manufacturing | 511 | 35.3 |
| Transportation, Utilities | 154 | 10.6 |
| Wholesale and Retail Trade | 493 | 34.0 |
| Finance, Insurance | 72 | 5.0 |
| Services | 181 | 12.5 |
| Total | 1,449 | 100.0% |

SOURCE: 1974 EEO-1 reports for Iowa.

## TABLE III-4

## FIRMS IN IOWA EMPLOYING ONE HUNDRED OR MORE EMPLOYEES BY GEOGRAPHIC AREA AND COMMUNITY SIZE

| GEOGRAPHIC AREA AND COMMUNITY SIZE BY POPULATION | NUMBER OF FIRMS | PERCENT |
|---|---|---|
| Central Iowa | | |
| Under 2,500 | 4 | 0.3% |
| 2,500-10,000 | 9 | 0.6 |
| 10,000 and Over | 237 | 16.4 |
| Total | 250 | 17.3% |
| Southwest Iowa | | |
| Under 2,500 | 11 | 0.8% |
| 2,500-10,000 | 48 | 3.3 |
| 10,000 and Over | 41 | 2.8 |
| Total | 100 | 6.9% |
| Northwest Iowa | | |
| Under 2,500 | 27 | 1.9% |
| 2,500-10,000 | 86 | 5.9 |
| 10,000 and Over | 155 | 10.7 |
| Total | 268 | 18.5% |
| Northeast Iowa | | |
| Under 2,500 | 23 | 1.6% |
| 2,500-10,000 | 69 | 4.8 |
| 10,000 and Over | 323 | 22.3 |
| Total | 415 | 28.7% |
| Southeast Iowa | | |
| Under 2,500 | 23 | 1.6% |
| 2,500-10,000 | 64 | 4.4 |
| 10,000 and Over | 329 | 22.7 |
| Total | 416 | 28.7% |
| Total: Iowa | | |
| Under 2,500 | 88 | 6.1% |
| 2,500-10,000 | 276 | 19.0 |
| 10,000 and Over | 1085 | 74.9 |
| Total | 1,449 | 100.0% |

SOURCE: 1974 EEO-1 reports for Iowa.

## TABLE III-5

## DEVELOPMENT OF THE STRATIFIED SAMPLE

STEP ONE: DISTRIBUTION OF FIRMS IN UNIVERSE

| Geographic Area in Iowa | Size of Firm by Number of Employees | | | | | Total |
|---|---|---|---|---|---|---|
| | 1-49 | 50-99 | 100-249 | 250-499 | Over 500 | |
| Central | 49 | 59 | 86 | 30 | 26 | 250 |
| Southwest | 33 | 16 | 37 | 7 | 7 | 100 |
| Northwest | 86 | 57 | 77 | 31 | 17 | 268 |
| Northeast | 126 | 75 | 134 | 40 | 40 | 415 |
| Southeast | 113 | 83 | 120 | 62 | 38 | 416 |
| Total | 407 | 290 | 454 | 170 | 128 | 1,449 |

STEP TWO: PERCENTAGE DISTRIBUTION OF FIRMS IN UNIVERSE

| Geographic Area in Iowa | Size of Firm by Number of Employees | | | | |
|---|---|---|---|---|---|
| | 1-49 | 50-99 | 100-249 | 250-499 | Over 500 |
| Central | 19.6 | 23.6 | 34.4 | 12.0 | 10.4 |
| Southwest | 33.0 | 16.0 | 37.0 | 7.0 | 7.0 |
| Northwest | 32.0 | 21.3 | 28.7 | 11.6 | 6.3 |
| Northeast | 30.4 | 18.1 | 32.3 | 9.6 | 9.6 |
| Southeast | 27.2 | 20.0 | 28.8 | 14.9 | 9.1 |

STEP THREE: DISTRIBUTION OF FIRMS IN SAMPLE BY GEOGRAPHIC AREA AND SIZE OF FIRM

| Geographic Area in Iowa | Size of Firm by Number of Employees | | | | | Total |
|---|---|---|---|---|---|---|
| | 1-49 | 50-99 | 100-249 | 250-499 | Over 500 | |
| Central | 9 | 11 | 15 | 5 | 5 | 45 |
| Southwest | 6 | 3 | 7 | 1 | 1 | 18 |
| Northwest | 15 | 10 | 14 | 6 | 3 | 48 |
| Northeast | 23 | 14 | 24 | 7 | 7 | 75 |
| Southeast | 20 | 15 | 22 | 11 | 7 | 75 |
| Total | 73 | 53 | 82 | 30 | 23 | 261 |

Step Two of Table III-5 shows that 32 percent, or 15 of the firms from Northwest Iowa should employ 1-49 employees. The actual sample selection was accomplished by randomly selecting 15 of the 86 firms available in that particular area and size grouping. If a firm refused to participate in the study, another firm was selected at random from the same geographic area, size grouping, industry type, and community size as a replacement.

## Employee Sample Selection

The employee universe for the study consisted of all full-time employees, excluding those employees incapable of responding to the questionnaire such as illiterates and retardates. The sample was selected from a list of employees supplied by the personnel office of the participating firms. A table of random numbers was used to insure the selection of an unbiased sample. Two decision rules were followed in the selection of each sample.

(1) Female-male stratification. In order to establish an accurate base on which to measure underemployment and underutilization of women in the Iowa work force, an equal number of men and women were to be sampled. Thus, all employee lists were considered by the researchers as two separate lists; one of women employees and the other of men employees. Using a table of random numbers, random samples were drawn from each list to insure full representation of both men and women in the sample.

(2) Sample size determination. Sample size was determined from the employee list for each employer as follows:

(a) All employees were selected from employee lists containing 1 to 49 employees.

(b) Thirty employees (i.e., 30 men and 30 women) were selected at random from employee lists containing from 50 to 99 employees.

(c) Forty employees (i.e., 40 men and 40 women) were selected at random from employee lists containing 100 to 249 employees.

(d) Fifty employees (i.e., 50 men and 50 women) were selected at random from employee lists containing 250 to 499 employees.

(e) One hundred employees (i.e., 100 men and 100 women) were selected at random from employee lists containing 500 or more employees.

These decision rules were designed to insure that adequate numbers of employees were included in each sample from each employer.

## COLLECTION OF DATA

Employers selected to participate in this study were contacted by the researchers to obtain their cooperation. The purpose and objectives of the study were explained and the research methodology, information needed, and extent of cooperation required of each employer participating in the study was described.

Prior to accepting an employer as a participant in the study, each employer was presented with a short explanation of the study. In summary form, employers were given the following information:

1. The researchers identified themselves as employees of the Iowa Commission on the Status of Women, an agency of the state government.

2. The study was a federally funded project to ascertain the underemployment and underutilization of working women in Iowa.

3. Iowa was the only state attempting to gather comprehensive factual data on its workers in this manner.

4. An Advisory Task Force was guiding the scope and conduct of the project.

5. Participation by any employer was completely voluntary.

6. Cooperating employers would not be identified in the study and any data

obtained would be reported in such a manner as to prohibit identification of a single employer. All sample locations would be kept confidential.

7. Responses from all employees participating in the survey would be anonymous.

8. Random selection of employees within a location was controlled by the researchers and employers could not exercise any influence over what information was gathered, how it was gathered, and which employees were selected in the sample. Participating employers could not see any specific data from their employees. A final report of the findings would be submitted to all participating employers.

9. Benefits to the employers for participating in the study were explained. These included the opportunity to participate in a state-wide, scientific study to determine the extent of underemployment and underutilization of women and the opportunity to obtain a comprehensive report which would be valuable to the in-house development of affirmative action plans and programs.

After this presentation, the researcher answered any questions. If an employer declined to participate in the study, another employer was selected at random from the stratified groupings. If the employer decided to participate in the study, the researcher gathered the information required from the employer, selected the sample of employees and administered the Employment Survey questionnaire to those employees.

The research instrument, the Employment Survey questionnaire, was distributed to employees from October 1975 through January 1976. The questionnaire's introductory paragraph explained that: (1) the purpose of the survey was to obtain job-related information from workers in Iowa, (2) employees were randomly selected to participate in the study, and (3) replies would be anonymous. Employees specifically were not advised that the study was undertaken by the Iowa Commission on the Status of Women to ascertain the underemployment and underutilziation of women in Iowa. The researchers believed that such knowledge could bias some replies from respondents.

The Employment Survey questionnaire was distributed to employees in two ways. First, all employers were asked to permit their employees to complete the questionnaire on the job. When permission was granted for this method of administration, employees were assembled together, read the instructions to the questionnaire, and requested to complete the questionnaire. When permission was not granted for on-site administration, employees were given the questionnaire and a postage paid envelope and asked to complete and the return the questionnaire. Responses were either mailed directly to the Employment Project office or collected later at the work site by the field researcher.

## LIMITATIONS OF THE STUDY

The conceptual model and research methodology had several limitations which constrain the universality of the findings and conclusions. Some of the more important limitations are summarized below.

First, the research design did not include some variables which may be relevant to understanding underemployment and underutilization of women. For instance, the study did not attempt to determine personality characteristics of women and in what ways, if any, personality may be relevant to underemployment or underutilization. Next, the model did not consider various motivational needs of women. Whereas some women may be content to work in friendly environments that offer companionship, others may require environments that offer the opportunity to influence actions of others within the organization. The conceptual model did not account for the differing direction and strengths of motivational drives.

Further, the research design did not include any unemployed women. The study assumed, given the low unemployment rate in Iowa, that the major problem in Iowa was underemployment and underutilization of women rather than unemployment. Thus, the assumption was made that nearly every woman who was willing to accept any type of work could find a job. This assumption, however, did not account for those women who would not accept employment in positions beneath their current capabilities or women in Iowa who were unemployed.

The research methodology employed in the study had several limitations which restrict the generality of the findings. Since participation in the study by employees was voluntary, non-respondent bias might affect the findings of the study. Since anonymity was a key factor in encouraging cooperation from employees, there was no way to determine which employees did not respond to the questionnaire. Therefore, a follow-up was impossible to determine if non-respondents would have provided substantially different information than the respondents. A bias may also have resulted from employers' refusing to participate in the study. It is possible that only those employers with effective equality of opportunity programs cooperated with researchers and permitted their employees to be sampled. In addition, since the employer sample was drawn from firms submitting an Equal Employment Opportunity Employer Information Report (EEO-1), any firm which met all other criteria for inclusion in the sample, but did not submit an EEO-1 report was not included in the universe.

The utilization of a questionnaire with fixed alternative responses may have influenced the results of the study. The fixed response statements may not have provided the respondents with a choice which expressed their exact feelings. In addition, it is possible that respondent bias was interjected in completing the questionnaire. Individual differences in the perception of identical situations precluded identical evaluation of these situations. For example, some respondents may have selected the job category of technician to describe their duties and responsibilities while other respondents with the same duties selected the job category of professional. Further, an error in questionnaire printing eliminated the job category of laborer, thereby forcing employees in laborer positions to select either service worker or operatives (semi-skilled) as the most appropriate job category.

Another possible limitation rests in the fact that the questionnaires were distributed to employees over a four month period of time. There is no way to know if respondents' answers may have changed during the four months.

Finally, since the study was limited only to those firms employing 100 or more persons and subject to the Civil Rights Act, the study did not represent all employers or employees within Iowa. It is possible that those employers subject to the equal employment opportunity requirement are doing more to promote equality of opportunity for women than those employers not subject to these requirements. Therefore, their equal employment opportunity program results may not be representative of smaller employers in Iowa. In addition, a self selecting process may occur among persons electing employment. For example, better qualified, more ambitious persons may seek positions with larger firms believing that better promotional opportunities exist in these firms. Since this study was restricted only to larger firms, employee responses from these firms may not be truly representative of all employees in Iowa.

In sum, the study might never have been attempted if all the possible conceptual and methodological criticisms were resolved before such research was undertaken. It is believed, however, that there is a sufficient theoretical base and related empirical research to warrant concluding that the methodology provided an adequate framework for deriving significant new data and insights.

## Footnotes for Chapter III

[1] For the purposes of this study, occupations were categorized according to the definitions outlined in the instructions for the Equal Employment Opportunity Employee Information Report, EEO-1.

[2] Patricia Cain Smith, et al., The Measurement of Satisfaction in Work and Retirement (Chicago: Rand McNally & Company, 1969), p. 37.

[3] Edwin E. Ghisells, Theory of Psychological Measurement (New York: McGraw Hill Book Company, 1964), p. 350.

[4] Leo J. Cronbach, Essentials of Psychological Testing, 3rd ed. (New York: Harper & Row, 1970), p. 144.

# CHAPTER IV

# RESULTS OF EMPIRICAL RESEARCH -- HYPOTHESES TESTING

## INTRODUCTION

This chapter is limited to a discussion of the results obtained in testing the hypotheses presented in Chapter III. Supplementary findings not directly related to testing the hypotheses will be presented in Chapter V. Specifically, this chapter will: (a) provide a general profile of demographic and work-related characteristics of the sample, (b) discuss the criteria used to determine underutilization and underemployment, (c) present a brief descriptive summary of the findings of the empirical research, (d) test the hypotheses on a statewide basis and (e) summarize the major findings supported by the analysis.

## CHARACTERISTICS OF THE SAMPLE

The results of the research are based on information obtained from questionnaires distributed to employees throughout Iowa. Of the 13,582 questionnaires distributed in 261 firms in Iowa, 6,346 or about 47 percent were returned. However, 351 of the returned questionnaires were either returned too late or were inadequately completed and thus unusable. Therefore, analysis in this chapter is based on 5,995 questionnaires, or about 44 percent of the sample.

### Employer Sample

The distribution of the firms in the universe and sample are presented in Tables IV-1, IV-2, IV-3, and IV-4 by geographic area, type of industry, firm size, and community size respectively. As shown in Table IV-1 the distribution of the firms in the sample by geographic area is fairly representative of the distribution of the firms in the universe. The study surveyed 261 or 18 percent of the 1,449 firms in the universe and about 18 percent of the firms in each geographic area were

## TABLE IV-1
## DISTRIBUTION OF FIRMS IN UNIVERSE AND SAMPLE BY GEOGRAPHIC AREA

| GEOGRAPHIC AREA IN IOWA | FIRMS IN UNIVERSE | FIRMS IN SAMPLE | |
|---|---|---|---|
| | | Number | Percent |
| Central | 250 | 45 | 18.0% |
| Southwest | 100 | 18 | 18.0 |
| Northwest | 268 | 48 | 17.9 |
| Northeast | 415 | 75 | 18.0 |
| Southeast | 416 | 75 | 18.0 |
| Total | 1,449 | 261 | 18.0% |

## TABLE IV-2
## DISTRIBUTION OF FIRMS IN UNIVERSE AND SAMPLE BY TYPE OF INDUSTRY

| TYPE OF INDUSTRY | FIRMS IN UNIVERSE | FIRMS IN SAMPLE | |
|---|---|---|---|
| | | Number | Percent |
| Agriculture, Construction | 38 | 7 | 18.4% |
| Manufacturing | 511 | 89 | 17.4 |
| Transportation, Utilities | 154 | 23 | 14.9 |
| Wholesale and Retail Trade | 493 | 94 | 19.0 |
| Finance, Insurance | 72 | 16 | 22.2 |
| Service | 181 | 32 | 17.7 |
| Total | 1,449 | 261 | 18.0% |

## TABLE IV-3
## DISTRIBUTION OF FIRMS IN UNIVERSE AND SAMPLE BY SIZE OF FIRM

| SIZE OF FIRM BY NUMBER OF EMPLOYEES | FIRMS IN UNIVERSE | FIRMS IN SAMPLE | |
|---|---|---|---|
| | | Number | Percent |
| 1-49 | 407 | 79 | 19.4% |
| 50-99 | 290 | 49 | 16.9 |
| 100-249 | 454 | 76 | 16.7 |
| 250-499 | 170 | 34 | 20.0 |
| 500 and Over | 128 | 23 | 18.0 |
| Total | 1,449 | 261 | 18.0% |

## TABLE IV-4
## DISTRIBUTION OF FIRMS IN UNIVERSE AND SAMPLE BY SIZE OF COMMUNITY

| COMMUNITY SIZE BY POPULATION | FIRMS IN UNIVERSE | FIRMS IN SAMPLE | |
|---|---|---|---|
| | | Number | Percent |
| Under 2,500 | 88 | 15 | 17.0% |
| 2,500-10,000 | 268 | 51 | 19.0 |
| 10,000 and Over | 1,082 | 195 | 18.0 |
| Total | 1,438 | 261 | 18.2% |

included in the sample. This suggests that the findings should be representative of the five major geographic areas in Iowa.

Table IV-2 shows the distribution of firms in the universe and sample by type of industry. All major industry classifications are well represented with finance and insurance having a slightly higher proportion of representation and transportation and utilities having a slightly lower proportion of representation. However, the findings should adequately represent these six major industry classifications in Iowa.

Table IV-3 and IV-4 suggest that the sample of firms is representative of the five firm size classifications and the three community size classifications used in the study. Thus, it appears the distribution of the firms in the sample is representative of the distribution of the firms in the universe by geographic area, type of industry, firm size and community size.

Employee Sample

The distribution of the employee sample and usable questionnaires is shown in Tables IV-5, IV-6, IV-7, IV-8, IV-9. When the questionnaires distributed and returned are compared by industry classification, as shown in Table IV-5, it appears that employees in wholesale and retail trades and manufacturing industries were less responsive than employees in other industries. Only 26 percent of the employees asked to complete questionnaires in the wholesale and retail trade industry cooperated in the study. However, 98 percent of the employees in the sample from finance and insurance industries completed and returned questionnaires. This suggests that employees in wholesale and retail trades and manufacturing industries are not as well represented in the study as employees in other industries.

All firm sizes are about equally represented, as shown in Table IV-6, with employees in smaller firms (1-49 employees) somewhat less represented than

### TABLE IV-5

### SAMPLE DISTRIBUTION AND RETURN
### BY TYPE OF INDUSTRY

| TYPE OF INDUSTRY | QUESTIONNAIRES DISTRIBUTED | QUESTIONNAIRES RETURNED | |
|---|---|---|---|
| | | Number | Percent |
| Agriculture, Construction | 226 | 128 | 56.6% |
| Manufacturing | 6,414 | 2,447 | 38.2 |
| Transportation, Utilities | 1,337 | 738 | 55.2 |
| Wholesale and Retail Trade | 2,688 | 705 | 26.2 |
| Finance, Insurance | 1,115 | 1,091 | 97.8 |
| Service | 1,802 | 883 | 49.0 |
| Total | 13,582 | 5,992 | 44.1% |

### TABLE IV-6

### SAMPLE DISTRIBUTION AND RETURN
### BY SIZE OF FIRM

| SIZE OF FIRM BY NUMBER OF EMPLOYEES | QUESTIONNAIRES DISTRIBUTED | QUESTIONNAIRES RETURNED | |
|---|---|---|---|
| | | Number | Percent |
| 1-49 | 1,625 | 557 | 34.3% |
| 50-99 | 1,660 | 688 | 41.1 |
| 100-249 | 4,025 | 1,846 | 45.9 |
| 250-499 | 2,729 | 1,331 | 48.8 |
| 500 and Over | 3,543 | 1,569 | 44.3 |
| Total | 13,582 | 5,991 | 44.1% |

### TABLE IV-7

### SAMPLE DISTRIBUTION AND RETURN
### BY SIZE OF COMMUNITY

| COMMUNITY SIZE BY POPULATION | QUESTIONNAIRES DISTRIBUTED | QUESTIONNAIRES RETURNED | |
|---|---|---|---|
| | | Number | Percent |
| Under 2,500 | 672 | 305 | 45.4% |
| 2,500-10,000 | 2,055 | 894 | 43.5 |
| 10,000 and Over | 10,855 | 4,793 | 44.2 |
| Total | 13,582 | 5,992 | 44.1% |

### TABLE IV-8

### SAMPLE DISTRIBUTION AND RETURN
### BY GEOGRAPHIC AREA

| GEOGRAPHIC AREA IN IOWA | QUESTIONNAIRES DISTRIBUTED | QUESTIONNAIRES RETURNED | |
|---|---|---|---|
| | | Number | Percent |
| Central | 2,718 | 1,303 | 47.9% |
| Southwest | 888 | 473 | 53.3 |
| Northwest | 1,998 | 941 | 47.1 |
| Northeast | 3,827 | 1,592 | 41.6 |
| Southeast | 4,151 | 1,685 | 40.6 |
| Total | 13,582 | 5,994 | 44.1% |

other size categories. Tables IV-7 and IV-8 suggest that all community sizes and geographic areas are well represented in the sample. As shown in Table IV-9, questionnaires were returned by 3,047 men and 2,931 women. Thus, both sexes are equally represented; 49 percent of the respondents are female and 51 percent are male. It appears that the distribution of the employees in the sample is fairly representative of the different industries, geographic areas, firm sizes and community sizes in Iowa. Aggregate data may tend to under-represent employees in wholesale and retail trade and over-represent employees in finance and insurance industries.

## Demographic Characteristics of the Sample

The demographic characteristics of the respondents show a somewhat heterogenous sample as indicated in Table IV-10. Women were paid considerably less than men in the sample; 84 percent of the female respondents earned less than $10,000 while 73 percent of the male respondents earned $10,000 or more. This may be partially explained by respondents' education. Only 10 percent of the female respondents had college degrees compared with 25 percent of the male respondents; 37 percent of the female respondents had post secondary education in contrast to 50 percent of the male respondents. Thus, it appears that the females in the sample had less education than the men.

The main financial reason for working appeared to be different for men and women. Ninety-five percent of the male respondents worked either to support only themselves or themselves and others in contrast to only 45 percent of the female respondents. It is interesting, however, to note that 20 percent of the women may be considered heads of households, since they provide primary support for themselves and others. A difference in age and marital status between men and women is also apparent. Although 50 percent of both men and women respondents in the sample were

## TABLE IV-9

## SAMPLE DISTRIBUTION AND RETURN

## BY SEX

| SEX | QUESTIONNAIRES DISTRIBUTED | QUESTIONNAIRES RETURNED | |
|---|---|---|---|
| | | Number | Percent |
| Male | 7,336 | 3,047 | 41.5% |
| Female | 6,246 | 2,931 | 46.9 |
| Total | 13,582 | 5,978 | 44.0% |

## TABLE IV-10

## PERSONAL CHARACTERISTICS OF RESPONDENTS

## N=5995

| CHARACTERISTIC | MALE | | FEMALE | | TOTAL |
|---|---|---|---|---|---|
| | Number | Percent | Number | Percent | |
| Annual Income | | | | | |
| Under $5,000 | 111 | 13% | 755 | 87% | 866 |
| $ 5,000 to $ 7,499 | 294 | 21 | 1,098 | 79 | 1,392 |
| $ 7,500 to $ 9,999 | 513 | 46 | 601 | 54 | 1,114 |
| $10,000 to $12,499 | 677 | 70 | 288 | 30 | 965 |
| $12,500 to $14,999 | 556 | 84 | 105 | 16 | 661 |
| $15,000 to $17,499 | 359 | 92 | 33 | 8 | 392 |
| $17,500 to $19,999 | 212 | 93 | 15 | 7 | 227 |
| $20,000 and Over | 306 | 97% | 8 | 3% | 314 |
| Economic Reason for Working | | | | | |
| To Support Self Only | 410 | 36% | 731 | 64% | 1,141 |
| Primary Support of Self and Others | 2,477 | 81 | 587 | 19 | 3,064 |
| Supplemental Support of Self and Others | 138 | 8 | 1,517 | 92 | 1,655 |
| None | 15 | 14% | 91 | 86% | 106 |
| Noneconomic Reasons for Working | | | | | |
| None | 345 | 55% | 282 | 45% | 627 |
| Enjoy Work | 925 | 50 | 929 | 50 | 1,854 |
| Furthers Career | 430 | 70 | 180 | 30 | 610 |
| Dedicated to Field | 136 | 71 | 55 | 29 | 191 |
| Occupies Time | 127 | 37 | 219 | 63 | 346 |
| Creates New Outside Interests | 55 | 30 | 130 | 70 | 185 |
| Allows Luxuries | 396 | 41 | 563 | 59 | 959 |
| None of the above | 340 | 33% | 476 | 67% | 1,016 |
| Education Level | | | | | |
| Less than a High School Diploma | 382 | 56% | 298 | 44% | 680 |
| High School Diploma | 1,133 | 42 | 1,557 | 58 | 2,690 |
| Some College, No Degree | 779 | 50 | 775 | 50 | 1,554 |
| College Degree | 500 | 73 | 187 | 27 | 687 |
| Some Graduate Work, No Degree | 138 | 69 | 63 | 31 | 201 |
| Graduate Degree | 108 | 72% | 42 | 28% | 150 |
| Vocational Training | | | | | |
| More than One | 529 | 64% | 297 | 36% | 826 |
| Business, Secretarial, Office | 310 | 29 | 753 | 71 | 1,063 |
| Nursing, Health Fields | 48 | 16 | 246 | 84 | 294 |
| Trades, Crafts | 426 | 90 | 46 | 10 | 472 |
| Engineering, Science | 133 | 92 | 11 | 8 | 144 |
| Agriculture, Home Economics | 82 | 77 | 24 | 23 | 106 |
| Other | 193 | 53 | 172 | 47 | 365 |
| None | 1,174 | 49% | 1,209 | 51% | 2,383 |

## TABLE IV-10 (CONT.)
## PERSONAL CHARACTERISTICS OF RESPONDENTS

| | MALE | | FEMALE | | |
|---|---|---|---|---|---|
| CHARACTERISTIC | Number | Percent | Number | Percent | TOTAL |
| Age | | | | | |
| Under 25 | 529 | 40% | 788 | 60% | 1,317 |
| 25-34 | 1,002 | 59 | 679 | 41 | 1,699 |
| 35-44 | 634 | 55 | 509 | 45 | 1,143 |
| 45-54 | 529 | 49 | 559 | 51 | 1,088 |
| 55-64 | 326 | 48 | 354 | 52 | 680 |
| 64 and Over | 26 | 52% | 24 | 48% | 50 |
| Marital Status | | | | | |
| Never Married | 400 | 41% | 574 | 59% | 974 |
| Presently Married | 2,492 | 57 | 1,861 | 43 | 4,353 |
| Widowed, Separated, Divorced | 151 | 24% | 490 | 76% | 641 |
| Number of Dependents | | | | | |
| None | 400 | 23% | 1,340 | 77% | 1,740 |
| 1 | 662 | 51 | 641 | 49 | 1,303 |
| 2 | 569 | 60 | 383 | 40 | 952 |
| 3 | 663 | 73 | 244 | 27 | 907 |
| 4 | 405 | 77 | 124 | 23 | 529 |
| 5 | 201 | 76 | 65 | 24 | 266 |
| 6 | 72 | 73 | 26 | 27 | 98 |
| 7 | 28 | 76 | 9 | 24 | 37 |
| 8 | 23 | 58% | 17 | 43% | 40 |
| Children Under 6 Years of Age | | | | | |
| None | 2,120 | 47% | 2,435 | 53% | 4,555 |
| 1 | 529 | 61 | 341 | 39 | 870 |
| 2 | 279 | 76 | 96 | 24 | 393 |
| 3 | 62 | 87 | 9 | 13 | 71 |
| 4 | 8 | 80 | 2 | 20 | 10 |
| 5 | 3 | 75% | 1 | 25% | 4 |
| Children 7-12 Years of Age | | | | | |
| None | 2,318 | 49% | 2,403 | 51% | 4,721 |
| 1 | 404 | 59 | 284 | 41 | 688 |
| 2 | 231 | 60 | 153 | 40 | 384 |
| 3 | 56 | 56 | 44 | 44 | 100 |
| 4 | 12 | 86 | 2 | 14 | 14 |
| 5 | 2 | 67 | 1 | 33 | 3 |
| 6 | 1 | 50% | 1 | 50% | 2 |
| Union Membership | | | | | |
| Union Member | 874 | 67% | 421 | 33% | 1,295 |
| Not Union Member | 2,167 | 46% | 2,500 | 54% | 4,667 |

at least 34 years old; only 17 percent of the men while 27 percent of the women were under 25 years of age. This suggests that women may start working earlier than men; drop out of the labor force between the ages of 25 to 34; and then re-enter the labor force to continue their work. Many more women than men in the sample, 17 percent to 5 percent respectively, were either widowed, separated, or divorced. Eighty-two percent of the male respondents were presently married in contrast to only 64 percent of the women respondents.

The typical male respondent had twice as many dependents as the typical female respondent, an average of 2.4 dependents for men and 1.2 for women. Considerably fewer women than men had children under the age of 6 living at home; 30 percent of the male respondents in contrast with only 16 percent of the female respondents, had children under 6 living at home.

Table IV-11 indicates only slight differences between men and women in selected work related statistics. Both men and women respondents commuted about the same distance to work; 85 percent of the male and 87 percent of the female respondents traveled 15 miles or less. Forty-eight percent of the male respondents and 53 percent of the female respondents had been employed two years or less in their current position while 13 percent of the males and 11 percent of the females had been employed 11 years or more in their current position. Approximately one-half of the men and one-half of the women had 5 or less years of experience in their current job category and about one-third of each sex group had 11 or more years experience in their current job category.

The differences between men and women were most apparent in total number of years worked for pay, travel requirements of the job and supervisory responsibilities. Only 12 percent of the male respondents had worked 5 years or less in contrast to 25 percent of the female respondents. One-half of the women and one-third of the

## TABLE IV-11

## SELECTED WORK RELATED CHARACTERISTICS OF RESPONDENTS

N=5995

| CHARACTERISTIC | MALE |  | FEMALE |  | TOTAL |
|---|---|---|---|---|---|
|  | Number | Percent | Number | Percent |  |
| Years Worked for Pay |  |  |  |  |  |
| Less than 1 | 7 | 28% | 18 | 72% | 25 |
| 1- 2 | 63 | 26 | 179 | 74 | 242 |
| 3- 5 | 292 | 35 | 541 | 65 | 833 |
| 6-11 | 615 | 45 | 762 | 55 | 1,377 |
| 11-15 | 461 | 49 | 482 | 51 | 943 |
| 16-20 | 415 | 56 | 330 | 44 | 745 |
| 21 or More | 1,182 | 66% | 610 | 34% | 1,792 |
| Years in Current Position |  |  |  |  |  |
| Less than 1 | 145 | 37% | 243 | 63% | 388 |
| 1- 2 | 1,219 | 49 | 1,287 | 51 | 2,506 |
| 3- 4 | 759 | 54 | 643 | 46 | 1,402 |
| 5-10 | 508 | 55 | 416 | 45 | 924 |
| 11-15 | 159 | 49 | 164 | 51 | 323 |
| 16-20 | 105 | 61 | 68 | 39 | 173 |
| 21 or More | 124 | 61% | 79 | 39% | 203 |
| Years of Experience in Present Category |  |  |  |  |  |
| Less than 1 | 58 | 39% | 90 | 61% | 148 |
| 1- 2 | 493 | 47 | 565 | 53 | 1,058 |
| 3- 4 | 583 | 51 | 567 | 49 | 1,150 |
| 5-10 | 608 | 54 | 526 | 46 | 1,134 |
| 11-15 | 304 | 54 | 259 | 46 | 563 |
| 16-20 | 217 | 58 | 155 | 42 | 372 |
| 21 or More | 325 | 60% | 221 | 41% | 546 |
| Travel Required |  |  |  |  |  |
| None | 1,755 | 41% | 2,495 | 59% | 4,250 |
| Occasional | 847 | 75 | 288 | 25 | 1,135 |
| Frequent | 433 | 77% | 130 | 23% | 563 |
| Number of People Under Direct Supervision |  |  |  |  |  |
| None | 1,650 | 42% | 2,244 | 58% | 3,894 |
| At least 1 Person | 1,397 | 67% | 690 | 33% | 2,087 |
| Miles to Work |  |  |  |  |  |
| 15 or Less | 2,583 | 51% | 2,525 | 49% | 5,108 |
| 16 to 30 | 319 | 50 | 325 | 50 | 644 |
| 31 to 45 | 64 | 52 | 59 | 48 | 123 |
| 45 or More | 64 | 87% | 10 | 14% | 74 |

men had worked only ten years. Almost twice as many men as women, 39 percent of the men and 21 percent of the women, had worked 21 years or more. Forty-two percent of the men in comparison to only 14 percent of the women were required to perform some travel in their work. Almost twice as many men as women, 46 percent of the men and 24 percent of the women, had some supervisory responsibilities.

Thus, it would appear that the typical male in the sample was better paid, better educated, had worked longer, and had more dependents than the typical female. The data suggest that women entered the work force earlier than men but tended to drop out for a period of time. Women were not usually employed in supervisory positions or positions requiring travel. In conclusion, it appears that the profile of the typical female respondent in the sample was quite different from that of the typical male respondent.

## JUDGMENTAL CRITERIA

Analysis of data to determine underutilization and underemployment requires a norm for a basis of comparison. The selected norm will then be compared against sample data to determine the extent of underemployment and underutilization. Statistical tests of significance involving sample differences, i.e., differences of means and differences of proportions, will be used to determine if the differences between the norm and the sample data is significant or only a result of sampling error.

### Underutilization Criteria

In determining underutilization of women in Iowa, two different norms depicting the proportions of women in the Iowa work force would appear to be appropriate as the basis for comparison. These norms assume that a distribution of women throughout the various job categories and pay levels would occur in similar proportions under conditions of full equality of employment.

The first norm considers the availability of women in the Iowa work force, i.e., the percentage utilization of women in a particular job category as compared to the overall percentage utilization of women in the Iowa work force.* For example, if 34 percent of the Iowa work force consists of women, then it is assumed that 34 percent of the professional positions should be filled by women. If less than 34 percent of the professional positions are filled by women, it can be concluded that women are underutilized in those positions. If over 34 percent of any job category is made up of female employees, it can be concluded that women are not underutilized in those categories. This norm was used to analyze the data from Equal Employment Opportunity Reports submitted by employers.

However, a norm of percentage utilization of women in the Iowa work force can only be used when available data are either from a census or random sample. This type of norm cannot be used when the sample is stratified by sex as it was in this study. Therefore, another norm must be established to judge the sample data in this study.

For the purpose of this study, a norm of proportional ratios between men and women in the sample was selected as the basis for comparison. The assumption underlying this norm was that the distribution of male and female employees throughout the various job categories and pay levels should be similar under conditions of full equality of opportunity since a random sample was made of an equal number of both men and women employees. For example, if employees were selected at random to participate and the sample stratified so that one-half of the overall sample was female respondents, then an equal proportion of both male and female respondents would be expected to hold supervisory positions. If the proportion of women in supervisory positions is significantly smaller, it can be concluded that women are underutilized in supervisory positions.

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*In this chapter the Iowa work force is considered to comprise all employees who worked for employers submitting EEO-1 reports in 1974.

Although it is recognized that persons with similar abilities may possess different occupational interests, it is assumed in this study that occupational interests are not a function of sex. Thus, women and men should be employed in proportions representative of their availability in the work force. With full equality of opportunity, the distribution of women throughout the various job categories and pay levels should be proportionate to their availability in the work force.

## Underemployment Criteria

The norm for testing the hypotheses on underemployment is the extent of male employment in similar job and pay categories. Thus, the education and experience of women are compared with the education and experience of men in similar job categories and pay levels. For example, if women employees in low skilled positions, such as office/clerical positions, have higher education levels than men employees in similar positions, it can be concluded that women are underemployed in relation to men. Thus, women employees are not able to use their education in higher skilled jobs, but are required to stay in the low skill positions regardless of their capabilities.

Conversely, if women in higher skilled positions, such as professional positions, have higher educational levels than men in similar positions, the conclusion is that they are underemployed in relation to men. The rationale for this conclusion is based on the assumption that women are required to possess a higher level of education than men in order to perform similar work.

It is again recognized that persons with similar education and experience may possess differing interests. In this study, however, it is assumed that these differing interests are not a function of the sex of the person. Thus, with full equality of opportunity, the distribution of education and experience between men and women should be of similar proportions within similar job categories and pay levels.

## UNDERUTILIZATION OF WOMEN

This section will present the findings concerning underutilization of women in specific job categories and pay levels. The findings from testing hypotheses 1.1 and 1.2 were based on 1974 Equal Employment Opportunity Reports submitted by Iowa employers. Sample data collected in this study were used to test hypotheses 1.3 and 1.4. Analysis of underutilization of women was made only with aggregate data, i.e., statewide data. More detailed information regarding utilization of women by type of industry, community size, firm size, and geographic area can be found in Apprendix F.

A norm of the proportions of women available in the Iowa work force was used as the basis for determining underutilization of women by job category. Since this is census data, any proportion of women under 34 percent (the proportion of women in Iowa work force*) was considered an indication of underutilization of women. In determining the underutilization of women in supervisory positions and in specific pay levels, the utilization of women was compared with the utilization of men in the sample. In order to prove underutilization, the proportion of women must be significantly lower than the norm proportion[1], which is the proportion of men in those positions.

### Utilization by Job Category

Table IV-12 indicates the utilization of men and women by job category in Iowa.

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*In this chapter the Iowa work force is considered to comprise all employees who worked for employers submitting EEO-1 reports in 1974.

As might be expected, positions with the highest utilization of women were office and clerical; 37,861 positions, or 81% of the 46,565 office and clerical jobs in the state, were held by women. Positions with the next highest utilization of women were service, with 15,451 positions, or 56 percent of the 27,518 service jobs filled by women. Both sales and professional positions appear to utilize women adequately, (i.e., women held at least 34 percent of the positions in these two categories). Laborer, operative, craft, and technical positions inadequately utilize women in a statewide basis with all four of these job categories having less than 34 percent of the positions filled by women. The extent of underutilization of women in labor and technician positions (31 and 33 percent utilization, respectively) was not as serious as in the craft and operative positions (5 and 24 percent utilization, respectively). Nevertheless, the low utilization of women in these four job categories necessitates the rejection of part of null hypothesis 1.1 which states:

> Women are employed in each specific job category in proportions equal to their representation in the Iowa work force.

Therefore, an alternative hypothesis regarding the utilization of women can be accepted and will read:

> Women are underutilized in laborer, operative, craft, and technical positions in Iowa.

## Utilization in Managerial Positions

Table IV-13 shows the utilization of men and women in managerial positions throughout Iowa; only 3,353 or 11 percent of the 29,618 employees in managerial positions were women. This extremely low utilization of women is significantly lower than their 34 percent representation in the Iowa work force. Therefore, we must reject null hypothesis 1.2 which states:

> Women are employed in managerial positions in proportions equal to their representation in the Iowa work force.

## TABLE IV-12

## UTILIZATION[1] OF MEN AND WOMEN BY JOB CATEGORY

| JOB CATEGORY[2] | MALE |  | FEMALE |  | TOTAL |
|---|---|---|---|---|---|
|  | Number | Percent | Number | Percent |  |
| Service | 12,067 | 43.9% | 15,451 | 56.1% | 27,518 |
| Labor | 24,843 | 69.2 | 11,065 | 30.8 | 35,908 |
| Operative | 72,398 | 75.9 | 23,026 | 24.1 | 95,424 |
| Craft | 40,130 | 94.9 | 2,141 | 5.1 | 42,271 |
| Office/Clerical | 8,704 | 18.7 | 37,861 | 81.3 | 46,565 |
| Sales | 18,858 | 60.6 | 12,266 | 39.4 | 31,124 |
| Technicians | 10,129 | 66.9 | 5,015 | 33.1 | 15,144 |
| Professionals | 11,002 | 60.5% | 7,188 | 39.5% | 18,190 |

SOURCE: 1974 EEO-1 Summary Report for Iowa.

[1] Utilization is determined by comparing the percentage of women in any job category with the state-wide utilization of women (i.e., 34 percent).

[2] Managerial positions are shown in Table IV-13.

## TABLE IV-13

## UTILIZATION[1] OF MEN AND WOMEN IN MANAGERIAL POSITIONS

N=29,618

| JOB CATEGORY | MALE |  | FEMALE |  | TOTAL |
|---|---|---|---|---|---|
|  | Number | Percent | Number | Percent |  |
| Managers | 26,265 | 88.7% | 3,353 | 11.3% | 29,618 |

SOURCE: 1974 EEO-1 Summary for Iowa.

[1] Utilization is determined by comparing the percentage of women in managerial positions with the state-wide utilization of women (i.e., 34 percent).

The accepted alternative hypothesis will read:

> Women are underutilized in managerial positions in Iowa.

Utilization in Supervisory Positions

Sample data were used to test for utilization of women in supervisory positions. Since near equal proportions of men and women employees were sampled, it is assumed that near equal proportions of men and women would appear in supervisory positions if there were no underutilization. Table IV-14 shows that only 690 women or 24 percent of the 2,934 female respondents held supervisory positions in contrast to 46 percent of the male respondents. The difference between the proportions of male and female respondents positions is significant. Therefore, null hypothesis 1.3 which states:

> Women are employed in supervisory positions in proportions equal to their representation in the Iowa work force.

must be rejected and the alternative hypothesis accepted which will read:

> Women are underutilized in supervisory positions in Iowa.

Utilization by Pay Levels

The utilization of men and women by pay levels in Iowa is shown in Table IV-15. Since near equal proportions of men and women were included in the sample, it is assumed again that without underutilization, near equal proportions of men and women would occur at each pay level. The data indicate a sharp difference between the pay levels of men and women in Iowa. Whereas, 1,853 women or 64 percent of the female respondents earned less than $7,500, only 305 men or 13 percent of the male respondents earned this income. On the upper end of the pay scale, 877 or 29 percent of the male respondents earned $15,000 or more in contrast to only 56 or 2 percent of the female respondents. The median wage level of women in the sample was $5,000 to $7,499 as compared with a median wage level of $10,000 to $12,499 for men.

## TABLE IV-14

## UTILIZATION[1] OF MEN AND WOMEN IN SUPERVISORY POSITIONS

N=5981

| JOB CATEGORY | MALE | | FEMALE | | TOTAL |
|---|---|---|---|---|---|
| | Number | Percent | Number | Percent | |
| Non-Supervisory | 1,650 | 54.2% | 2,244 | 76.5% | 3,894 |
| Supervisory | 1,397 | 45.8 | 690 | 23.5* | 2,087 |
| Total | 3,047 | 100.0% | 2,934 | 100.0% | 5,981 |

[1] Utilization is determined by comparing percentages of women in supervisory positions with percentages of men in supervisory positions.

*Indicates the difference between sample proportions is significant at the .05 level.

## TABLE IV-15

## UTILIZATION[1] OF MEN AND WOMEN BY INCOME

N=5931

| PAY LEVEL | MALE | | FEMALE | | TOTAL |
|---|---|---|---|---|---|
| | Number | Percent | Number | Percent | |
| Under $5,000 | 111 | 3.7% | 755 | 26.0%* | 866 |
| $ 5,000 to $ 7,499 | 294 | 9.7 | 1,098 | 37.8 * | 1,392 |
| $ 7,500 to $ 9,999 | 513 | 16.9 | 601 | 20.7 | 1,114 |
| $10,000 to $12,499 | 677 | 22.3 | 288 | 9.9 * | 965 |
| $12,500 to $14,499 | 556 | 18.4 | 105 | 3.6 * | 661 |
| $15,000 to $17,499 | 359 | 11.9 | 33 | 1.1 * | 392 |
| $17,500 to $19,999 | 212 | 7.0 | 15 | 0.5 | 227 |
| $20,000 and Over | 306 | 10.1 | 8 | 0.3 | 314 |
| Total | 3,028 | 100.0% | 2,903 | 100.0% | 5,931 |

[1] Utilization is determined by comparing the percentage distribution of men and women within a single pay level.

*Indicates the difference between sample proportions is significant at the .05 level.

A significant difference was found between the sample proportions for men and women in women in pay levels above $10,000. The difference between men and women sample proportions in pay levels above $17,500 was not statistically significant. However, this was probably the result of an extremely small sample size of women in those pay levels rather than an adequate utilization of women. Therefore, hypothesis 1.4 which states:

> Women are employed in specific pay levels in proportions equal to their representation in the Iowa work force.

must be rejected and the alternative hypothesis accepted. This alternative hypothesis will read:

> Women are underutilized in pay levels from $10,000 through $17,499 in Iowa.

In summary, it appears that women are underutilized in certain job categories and at certain pay levels. From the data analysis it can be concluded that women are underutilized in labor, operative, craft and technical positions with the most significant underutilization of women in operative and craft positions. Additionally, women were underutilized in both managerial and supervisory positions throughout Iowa. When the utilization of women was analyzed by pay levels, it was apparent that women were underutilized in the higher pay levels of $10,000 and above.

## UNDEREMPLOYMENT OF WOMEN[2]

This section will present an analysis of the findings regarding underemployment of women in certain job categories and pay levels. The testing of hypotheses 2.1 through 2.8 was made with aggregate sample data, i.e., state-wide data. More detailed data can be found in Appendix G. A norm of the proportion of women to men with similar education, experience and aspirational backgrounds in job categories and pay levels was used as the basis for determining underemployment of women. In order to prove underemployment, the sample proportion of women must be significantly[3] higher than the same sample proportion for men with similar backgrounds and in similar positions.[4]

## Employment by Education Level

Tables IV-16 and IV-17 show the education level of men and women in Iowa by job category and pay level, respectively. Since the purpose of this section is to determine underemployment by education, more education than that of others in similar types or levels of positions, only education levels beyond high school were considered.

Analysis of data in Table IV-16 revealed that a large number of people with college degrees were employed in low skilled and low paid positions. Sixty-seven male and 32 female college graduates were working in blue collar positions and 16 male and 100 female college graduates were working in office and clerical positions. However, when a comparison was made of the proportion of men with college degrees against the proportion of women with college degrees in similar positions, underemployment of women could not be substantiated. For example, about 6 percent of the men and 5 percent of the women in blue collar positions had college degrees and 15 percent of the men and 8 percent of the women in clerical positions had college degrees.

The only significant differences between the proportions of men and women concerning education level was found in professional positions between persons with some college education. However, closer analysis of this data suggested that this may have been due to overemployment rather than underemployment. Since 64 positions had at least a bachelors degree, the heavy proportion of women at the "some college" level suggested that women may have moved into professional positions with less education than men.

As indicated in Table IV-17, significant underemployment of women cannot be

87

## TABLE IV-16
## EMPLOYMENT OF MEN AND WOMEN
## BY JOB CATEGORY AND LEVEL OF EDUCATION
N=5624

| JOB CATEGORY AND SEX | LESS THAN A HIGH SCHOOL DIPLOMA | HIGH SCHOOL DIPLOMA | SOME COLLEGE | COLLEGE DEGREE | SOME GRADUATE WORK | GRADUATE DEGREE | TOTAL |
|---|---|---|---|---|---|---|---|
| Service | | | | | | | |
| Number | | | | | | | |
| Male | 54 | 62 | 37 | 12 | 3 | 0 | 168 |
| Female | 97 | 180 | 45 | 9 | 6 | 3 | 340 |
| Percent | | | | | | | |
| Male | 32% | 37% | 22% | 7% | 2% | 0% | 100% |
| Female | 29% | 53% | 13% | 3% | 2% | 1% | 100% |
| Operative | | | | | | | |
| Number | | | | | | | |
| Male | 96 | 226 | 91 | 17 | 4 | 2 | 436 |
| Female | 43 | 145 | 29 | 2 | 3 | 0 | 222 |
| Percent | | | | | | | |
| Male | 22% | 52% | 21% | 4% | 1% | 0% | 100% |
| Female | 19% | 65% | 13% | 1% | 1% | 0% | 100% |
| Craft | | | | | | | |
| Number | | | | | | | |
| Male | 102 | 348 | 117 | 15 | 9 | 5 | 596 |
| Female | 27 | 78 | 20 | 4 | 2 | 3 | 134 |
| Percent | | | | | | | |
| Male | 17% | 58% | 20% | 3% | 2% | 1% | 100% |
| Female | 20% | 58% | 15% | 3% | 2% | 2% | 100% |
| Office/Clerical | | | | | | | |
| Number | | | | | | | |
| Male | 4 | 40 | 46 | 15 | 1 | 0 | 106 |
| Female | 34 | 726 | 407 | 80 | 11 | 9 | 1,267 |
| Percent | | | | | | | |
| Male | 4% | 38% | 43% | 14% | 1% | 0% | 100% |
| Female | 3% | 57% | 32% | 6% | 1% | 1% | 100% |
| Sales | | | | | | | |
| Number | | | | | | | |
| Male | 13 | 92 | 91 | 65 | 11 | 9 | 281 |
| Female | 12 | 121 | 61 | 20 | 6 | 1 | 221 |
| Percent | | | | | | | |
| Male | 5% | 33% | 32% | 23% | 4% | 3% | 100% |
| Female | 5% | 55% | 28% | 9% | 3% | 0% | 100% |
| Technicians | | | | | | | |
| Number | | | | | | | |
| Male | 9 | 55 | 94 | 43 | 7 | 7 | 215 |
| Female | 9 | 60 | 67 | 9 | 3 | 4 | 152 |
| Percent | | | | | | | |
| Male | 4% | 26% | 44% | 20% | 3% | 3% | 100% |
| Female | 6% | 39% | 44% | 6% | 2% | 3% | 100% |
| Professionals | | | | | | | |
| Number | | | | | | | |
| Male | 3 | 39 | 69 | 128 | 31 | 42 | 312 |
| Female | 1 | 30 | 73 | 46 | 18 | 15 | 183 |
| Percent | | | | | | | |
| Male | 1% | 13% | 22% | 41% | 10% | 14% | 100% |
| Female | 1% | 16% | 40%* | 25% | 10% | 8% | 100% |

## TABLE IV-16 (CONT.)

## EMPLOYMENT OF MEN AND WOMEN

## BY JOB CATEGORY AND LEVEL OF EDUCATION

| JOB CATEGORY AND SEX | LESS THAN A HIGH SCHOOL DIPLOMA | HIGH SCHOOL DIPLOMA | SOME COLLEGE | COLLEGE DEGREE | SOME GRADUATE WORK | GRADUATE DEGREE | TOTAL |
|---|---|---|---|---|---|---|---|
| Managers | | | | | | | |
| Number | | | | | | | |
| Male | 32 | 193 | 207 | 197 | 71 | 43 | 743 |
| Female | 9 | 92 | 49 | 15 | 8 | 6 | 179 |
| Percent | | | | | | | |
| Male | 4% | 31% | 26% | 25% | 9% | 5% | 100% |
| Female | 5% | 51% | 27% | 8% | 5% | 3% | 100% |

NOTE: Since data were analyzed only to determine underemployment by education, statistically significant differences were computed only for education levels of "some college" or above.

*Indicates that the female sample proportion is significantly higher than male sample proportion at the .05 level.

## TABLE IV-17

## EMPLOYMENT OF MEN AND WOMEN

## BY INCOME AND LEVEL OF EDUCATION

N=5911

| PAY LEVEL | HIGH SCHOOL DIPLOMA OR LESS | | SOME COLLEGE | | COLLEGE DEGREE OR ABOVE | | TOTAL |
|---|---|---|---|---|---|---|---|
| | Number | Percent | Number | Percent | Number | Percent | |
| Under $5,000 | | | | | | | |
| Male | 66 | 59% | 29 | 26% | 16 | 14% | 111 |
| Female | 540 | 72 | 145 | 19 | 64 | 9 | 749 |
| $5,000 to $7,499 | | | | | | | |
| Male | 181 | 62 | 81 | 28 | 31 | 11 | 293 |
| Female | 685 | 63 | 323 | 29 | 88 | 8 | 1,096 |
| $7,500 to $9,999 | | | | | | | |
| Male | 296 | 58 | 133 | 26 | 82 | 16 | 511 |
| Female | 363 | 61 | 178 | 30 | 57 | 10 | 598 |
| $10,000 to $12,499 | | | | | | | |
| Male | 373 | 55 | 166 | 25 | 136 | 20 | 675 |
| Female | 162 | 57 | 80 | 28 | 44 | 15 | 286 |
| $12,500 to $14,999 | | | | | | | |
| Male | 293 | 53 | 144 | 26 | 119 | 21 | 556 |
| Female | 59 | 56 | 26 | 25 | 20 | 19 | 105 |
| $15,000 to $17,499 | | | | | | | |
| Male | 163 | 38 | 86 | 24 | 110 | 31 | 359 |
| Female | 15 | 46 | 8 | 54 | 10 | 30 | 33 |
| $17,500 to $19,999 | | | | | | | |
| Male | 81 | 38 | 65 | 24 | 65 | 31 | 211 |
| Female | 7 | 47 | 5 | 54 | 3 | 20 | 15 |
| $20,000 and Over | | | | | | | |
| Male | 49 | 16 | 73 | 31 | 183 | 60 | 305 |
| Female | 1 | 13% | 4 | 33% | 3 | 38% | 8 |

NOTE: Since data were analyzed only to determine underemployment by education, statistically significant differences were computed only for education levels of "some college" or above.

found by analyzing the proportions of women and men by pay and education level. Thus, it appears that the general educational achievement of both men and women was proportionally utilized by pay level.

Further support for this conclusion is shown in Tables IV-18 and IV-19. When the average education of both male and female respondents for each job and pay category was analyzed, there was still no indication of underemployment of women by education. As shown in Tables IV-18 and IV-19, female respondents did not have significantly higher average educational backgrounds than male respondents in similar job categories or pay levels.

Therefore, the findings from testing hypothesis 2.1 and 2.2 which read respectively:

> Women and men employees in like job categories have similar education backgrounds.
>
> Women and men employees at comparable pay levels have similar education backgrounds.

will not permit the rejection of either hypothesis. Thus the research hypothesis which states there is underemployment of women in relation to their education cannot be accepted.

## Employment by Experience

The average (mean) years of experience of respondents by sex and job category are shown in Table IV-20. In terms of total years of working experience and years of experience with current employer, the average years of experience for women was slightly lower than the average years of experience for men in every job category. When the years of experience in the current position was analyzed for each job category, a similar pattern of women having fewer average years of experience existed except in the categories of office/clerical and sales. Only in office and clerical positions was the average years of experience in the current position for

## TABLE IV-18
## AVERAGE EDUCATION OF MEN AND WOMEN BY JOB CATEGORY
N=5624

| JOB CATEGORY | AVERAGE YEARS OF EDUCATION | |
|---|---|---|
| | Male | Female |
| Service | 12.3% | 11.9% |
| Operative | 12.2 | 12.0 |
| Craft | 12.3 | 12.2 |
| Office/Clerical | 13.4 | 12.8 |
| Sales | 13.8 | 13.0 |
| Technicians | 13.9 | 13.5 |
| Professionals | 15.2 | 14.7 |
| Managers | 14.3% | 13.2% |

## TABLE IV-19
## AVERAGE EDUCATION OF MEN AND WOMEN BY INCOME
N=5911

| PAY LEVEL | AVERAGE YEARS OF EDUCATION | |
|---|---|---|
| | Male | Female |
| Under $5,000 | 12.1% | 12.5% |
| $ 5,000 to $ 7,499 | 12.6 | 12.7 |
| $ 7,500 to $ 9,999 | 12.8 | 11.0 |
| $10,000 to $12,499 | 13.1 | 13.1 |
| $12,500 to $14,999 | 13.2 | 13.3 |
| $15,000 to $17,499 | 13.7 | 13.8 |
| $17,500 to $19,999 | 13.8 | 13.6 |
| $20,000 and Over | 15.1% | 14.6% |

## TABLE IV-20

## AVERAGE YEARS OF EXPERIENCE OF MEN AND WOMEN BY JOB CATEGORY

N=5527

|  | YEARS WORKED |  |  |  |  |  |
|---|---|---|---|---|---|---|
|  | TOTAL |  | CURRENT EMPLOYER |  | CURRENT POSITION |  |
| JOB CATEGORY | Mean | SD[1] | Mean | SD | Mean | SD |
| Service |  |  |  |  |  |  |
| Male (158)[2] | 17.8 | 14.2 | 5.1 | 7.0 | 4.2 | 6.2 |
| Female (317) | 11.3 | 9.3 | 4.8 | 5.5 | 4.2 | 4.9 |
| Operative |  |  |  |  |  |  |
| Male (435) | 17.3 | 12.4 | 7.3 | 8.3 | 5.1 | 6.3 |
| Female (222) | 13.4 | 10.2 | 6.7 | 7.4 | 4.6 | 5.7 |
| Craft |  |  |  |  |  |  |
| Male (595) | 21.3 | 12.1 | 11.3 | 9.9 | 7.0 | 7.7 |
| Female (134) | 14.2 | 10.6 | 7.8 | 8.8 | 5.5 | 6.9 |
| Office/Clerical |  |  |  |  |  |  |
| Male (107) | 13.3 | 10.6 | 6.7 | 8.4 | 3.4 | 4.9 |
| Female (1,268) | 12.5 | 9.6 | 6.4 | 7.0 | 4.2* | 5.3 |
| Sales |  |  |  |  |  |  |
| Male (283) | 16.1 | 11.8 | 7.0 | 7.9 | 4.4 | 6.2 |
| Female (220) | 12.6 | 10.2 | 5.8 | 6.4 | 4.6 | 5.2 |
| Technicians |  |  |  |  |  |  |
| Male (217) | 14.7 | 10.0 | 8.2 | 7.8 | 5.0 | 6.0 |
| Female (154) | 12.7 | 9.3 | 5.6 | 5.7 | 3.9 | 4.6 |
| Professionals |  |  |  |  |  |  |
| Male (312) | 10.7 | 10.7 | 8.3 | 8.6 | 4.3 | 4.6 |
| Female (183) | 9.9 | 9.9 | 6.4 | 6.7 | 3.5 | 6.1 |
| Managers |  |  |  |  |  |  |
| Male (743) | 10.9 | 10.9 | 11.7 | 9.4 | 4.8 | 5.3 |
| Female (179) | 10.7 | 10.7 | 11.6 | 0.1 | 4.5 | 6.3 |

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[1] SD = Standard Deviation.

[2] Number in parentheses indicates sample size.

*Female mean is significantly higher than male mean at .05 level.

women significantly higher than the average years of experience for men.

These findings suggest that women do not have an average of more years of total working experience than men in any job category or have an average of more years of experience with their current employer than men in any job category. When the average years of experience in the current position were considered, women were found to possess a higher average of years of experience than men only in office and clerical positions. Therefore, most of hypothesis 2.3 cannot be rejected. Thus, the research hypothesis which states there is underemployment of women in relation to their experience cannot be accepted except for that portion which reads:

> Women are underemployed in relation to men only in office and clerical positions in terms of experience in their current position.

Table IV-21 shows the average years of experience of respondents by sex and pay level. A substantially different picture of underemployment of women appears when the average years of experience for women in their current position was greater than the average for men in all pay levels under $10,000. The average years of experience for women with their current employer was also greater than the average for men in all pay levels under $15,000. The averages for men and women are similar when comparing their total years of work experience at all pay levels. These findings suggest that women may be required to stay longer than men with their current employer and in their current position in the lower pay levels before advancing to higher paid positions. Thus, part of hypothesis 2.4 which reads:

> Women and men employees at comparable pay levels have comparable years of working experience.

can be rejected and alternative hypotheses accepted which will read:

> Women are underemployed in relation to men in terms of years in their current position in pay levels under $10,000.
>
> Women are underemployed in relation to men in terms of years with their current employer in pay levels under $15,000.

## TABLE IV-21

## AVERAGE YEARS OF EXPERIENCE OF MEN AND WOMEN BY INCOME

N=5915

| | YEARS WORKED | | | | | |
|---|---|---|---|---|---|---|
| | TOTAL | | CURRENT EMPLOYER | | CURRENT POSITION | |
| INCOME | Mean | SD[1] | Mean | SD | Mean | SD |
| Under $5,000 | | | | | | |
| Male (111)[2] | 11.9 | 13.7 | 2.8 | 4.2 | 2.2 | 3.7 |
| Female (751) | 10.1 | 8.9 | 4.4* | 6.0 | 3.7* | 5.4 |
| $5,000 to $7,499 | | | | | | |
| Male (2,911) | 14.6 | 12.8 | 3.7 | 4.7 | 2.9 | 4.2 |
| Female (1,095) | 11.9 | 9.3 | 5.6* | 5.9 | 3.9* | 4.7 |
| $7,500 to $9,999 | | | | | | |
| Male (510) | 15.6 | 11.9 | 6.1 | 7.5 | 3.9 | 5.4 |
| Female (599) | 16.1 | 10.8 | 8.3* | 7.3 | 5.2* | 5.5 |
| $10,000 to $12,499 | | | | | | |
| Male (676) | 17.7 | 11.8 | 8.5 | 8.3 | 5.4 | 6.2 |
| Female (288) | 17.1 | 10.7 | 10.1* | 8.6 | 5.8 | 6.4 |
| $12,500 to $14,499 | | | | | | |
| Male (556) | 20.2 | 11.3 | 10.8 | 9.2 | 6.2 | 6.9 |
| Female (105) | 19.7 | 10.2 | 13.0* | 9.0 | 6.2 | 6.9 |
| $15,000 to $17,499 | | | | | | |
| Male (359) | 22.1 | 10.0 | 12.4 | 9.4 | 6.3 | 6.5 |
| Female (33) | 20.1 | 8.7 | 14.0 | 10.3 | 4.2 | 4.5 |
| $17,500 to $19,999 | | | | | | |
| Male (212) | 23.4 | 9.6 | 14.8 | 10.2 | 6.7 | 7.0 |
| Female (15) | 22.6 | 7.9 | 14.9 | 9.1 | 5.0 | 5.1 |
| $20,000 and Over | | | | | | |
| Male (306) | 24.8 | 10.2 | 14.3 | 9.8 | 6.4 | 6.9 |
| Female (8) | 28.0 | 18.6 | 19.2 | 19.7 | 13.1 | 14.7 |

[1] SD - Standard Deviation.

[2] Number in parentheses indicates sample size.

*Female mean is significantly higher than male mean at the .05 level.

## Employee Perception of Underemployment

Employees' perception of the utilization of their skills and abilities by their employer adds a qualitative measure of underemployment. Quantitative measures of years of experience or years of education do not always measure actual abilities of employees. For example, it is impossible to determine whether 20 years of experience is 20 years of progressively more responsible experience or merely one year of experience repeated twenty times. Since qualitative measures of actual skills and abilities of employees are practically impossible to determine in a study of this nature, the researchers relied upon the employees' perceptions for a qualitative measure of underemployment. Although it was recognized that the employees' perception of underemployment may differ from an employer's perception of underemployment, nevertheless this does provide some indication of underemployment in qualitative terms, at least as viewed by the employee.

Employee perceptions of their own possible underemployment was obtained through a question designed to acertain the employee's perceived hierarchical level in the organization and the hierarchical level they felt they should be in now. If employees felt that they should be at higher levels in the organizational hierarchy, it could be concluded that they were underemployed, at least in their perceptions of their skills and abilities. If employees were satisfied with their current levels in the organizational hierarchy or desirous of a lower level position, it could be concluded that they were not underemployed in relation to their perceptions of their skills and abilities.

Tables IV-22 and IV-23 show the perceived underemployment of men and women by job category and pay level, respectively. About 42 percent of both men and women felt they should be in higher level jobs in the organizational hierarchy than they occupied. However, as indicated in Table IV-22, a significantly lower

## TABLE IV-22
## EMPLOYEE PERCEPTIONS OF UNDEREMPLOYMENT[1]
## BY SEX AND JOB CATEGORY
## N=5284

| PRESENT JOB CATEGORY | PERSONS WHO DESIRE A LOWER HIERARCHIAL LEVEL THAN THEIR CURRENT POSITION | | PERSONS WHO DESIRE NO CHANGE FROM THEIR CURRENT POSITION | | PERSONS WHO DESIRE A HIGHER HIERARCHIAL LEVEL THAN THEIR CURRENT POSITION | | TOTAL | |
|---|---|---|---|---|---|---|---|---|
| | Number | Percent | Number | Percent | Number | Percent | Number | Percent |
| Service | | | | | | | | |
| Male | 1 | 0.7% | 75 | 51.0% | 71 | 48.3% | 147 | 100% |
| Female | 6 | 2.0 | 190 | 64.8 | 97 | 33.1 | 293 | 100% |
| Operative | | | | | | | | |
| Male | 5 | 1.2 | 223 | 53.7 | 187 | 45.1 | 415 | 100% |
| Female | 0 | .0 | 115 | 55.8 | 91 | 44.2 | 206 | 100% |
| Craft | | | | | | | | |
| Male | 6 | 1.0 | 329 | 56.5 | 246 | 42.3 | 581 | 100% |
| Female | 2 | 1.7 | 67 | 56.3 | 50 | 42.0 | 119 | 100% |
| Office/ Clerical | | | | | | | | |
| Male | 1 | 1.0 | 38 | 36.2 | 66 | 62.9 | 105 | 100% |
| Female | 4 | 0.3 | 598 | 50.2 | 588 | 49.9 * | 1,190 | 100% |
| Sales | | | | | | | | |
| Male | 1 | .4 | 164 | 59.9 | 109 | 39.8 | 274 | 100% |
| Female | 3 | 1.5 | 111 | 55.8 | 85 | 42.7 | 199 | 100% |
| Technicians | | | | | | | | |
| Male | 3 | 1.4 | 108 | 50.0 | 105 | 48.6 | 216 | 100% |
| Female | 1 | .7 | 94 | 63.8 | 52 | 35.4 | 147 | 100% |
| Professionals | | | | | | | | |
| Male | 2 | .7 | 177 | 55.7 | 134 | 43.6 | 307 | 100% |
| Female | 1 | .6 | 121 | 68.8 | 54 | 30.7 | 176 | 100% |
| Managers | | | | | | | | |
| Male | 8 | 1.1 | 471 | 62.8 | 259 | 35.1 | 738 | 100% |
| Female | 1 | .6% | 120 | 70.2% | 50 | 29.2% | 171 | 100% |

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[1] Employee perceptions of underemployment are measured by responses to two questions asking respondents to: (a) circle a number on a hierarchial ladder indicating their present position and (b) circle a number on a hierarchial ladder indicating the position they feel they should be in now. No difference between (a) and (b) suggests full employment. Underemployment is suggested when (b) is higher than (a).

*Indicates that the female sample proportion is significantly higher than the male proportion at the .05 level.

### TABLE IV-23

### EMPLOYEE PERCEPTIONS OF UNDEREMPLOYMENT[1]

### BY SEX AND INCOME

N=5558

| PRESENT PAY LEVEL | PERSONS WHO DESIRE A LOWER HIERARCHIAL LEVEL THAN THEIR CURRENT POSITION |  | PERSONS WHO DESIRE NO CHANGE FROM THEIR CURRENT POSITION |  | PERSONS WHO DESIRE A HIGHER HIERARCHIAL LEVEL THAN THEIR CURRENT POSITION |  | TOTAL |  |
|---|---|---|---|---|---|---|---|---|
|  | Number | Percent | Number | Percent | Number | Percent | Number | Percent |
| Under $5,000 |  |  |  |  |  |  |  |  |
| Male | 0 | .0% | 49 | 45.8% | 58 | 54.2% | 107 | 100.0% |
| Female | 11 | 1.7 | 374 | 56.9 | 272 | 41.4 | 657 | 100.0 |
| $5,000 to $9,999 |  |  |  |  |  |  |  |  |
| Male | 12 | 1.6 | 373 | 49.1 | 374 | 49.3 | 759 | 100.0 |
| Female | 6 | .4 | 859 | 55.2 | 691 | 44.4 | 1,556 | 100.0 |
| $10,000 to $14,999 |  |  |  |  |  |  |  |  |
| Male | 9 | .8 | 666 | 56.0 | 514 | 43.2 | 1,189 | 100.0 |
| Female | 2 | .5 | 226 | 60.3 | 147 | 39.2 | 375 | 100.0 |
| $15,000 to $19,999 |  |  |  |  |  |  |  |  |
| Male | 5 | .9 | 355 | 63.6 | 198 | 35.5 | 558 | 100.0 |
| Female | 1 | 2.1 | 27 | 57.5 | 19 | 40.4 | 47 | 100.0 |
| $20,000 and Over |  |  |  |  |  |  |  |  |
| Male | 4 | 1.3 | 214 | 70.6 | 85 | 28.1 | 303 | 100.0 |
| Female | 0 | .0% | 6 | 85.7% | 1 | 14.3% | 7 | 100.0% |

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[1] Employee perceptions of underemployment are measured by responses from two questions asking respondents to: (a) circle a number on a hierarchial ladder indicating their present position and (b) circle a number on a hierarchial ladder indicating the position they feel they should be in now. No difference between (a) and (b) suggests full employment. Underemployment is suggested when (b) is higher than (a).

*Indicates that the female sample proportion is significantly higher than the male proportion at the .05 level.

proportion of women than men in service, office and clerical, technical, professional, and managerial positions desired higher level positions. In no job category was the proportion of women who felt they should be in a higher level position significantly greater than the proportion of men. These findings suggest that, although more than 40 percent of both male and female respondents perceived themselves as underemployed in their present positions, the frequency of female respondents who considered themselves underemployed was no greater than the frequency of male respondents, and was sometimes less. Therefore, hypothesis 2.5 which reads:

> Men and women employees in like job categories have similar perceptions of their underemployment in the organizational hierarchy.

cannot be rejected by the findings of this study.

The perceptions of underemployment of men and women in Iowa by pay level is shown in Table IV-23. As indicated in Table IV-23, the proportion of men who felt they should be in higher positions was highest in the lower pay levels and continually decreased as the pay levels increased. This suggests that the lower the pay level of male respondents, the higher the frequency of dissatisfaction with their current position. In contrast to the male respondents, the frequency of female respondents who were dissatisfied with their current positions remained fairly constant throughout all pay levels up to $20,000 at which time it decreased significantly. This suggests that about the same proportion of females were dissatisfied with their positions regardless of their pay level.

Table IV-23 also shows that a higher proportion of men than women were dissatisfied with their current positions in all pay levels below $15,000. There appears to be very little difference between the proportions of men and women who were dissatisfied with their positions in pay levels above $15,000. Thus hypothesis 2.6 which reads:

> Women and men employees at comparable pay levels have similar perceptions of their underemployment in the organizational hierarchy.

cannot be rejected. Thus the general research hypothesis which suggests that a larger proportion of women than men perceive themselves as underemployed cannot be substantiated, either where viewed by pay levels or job categories of respondents.

## Employment of College Graduates

In American society, college graduates are often earmarked for the more responsible and better paying jobs. The question arises whether female college graduates are provided the same opportunities as male college graduates to benefit from their additional education. In order to determine the extent to which college educated women in Iowa are fully employed, a comparison must be made between the distribution of male college graduates and the distribution of female college graduates in various job categories and pay levels. It is assumed that with full equality of opportunity, the distribution of female college graduates among the various job categories will closely mirror the distribution of male college graduates among the job categories. For example, if 27 percent of the male college graduates are employed in professional positions, then approximately 27 percent of the female college graduates should also be employed in professional positions.

Tables IV-24 and IV-25 show the employment of college graduates by job category and pay level, respectively. As shown in Table IV-24, a significantly larger proportion of women college graduates were employed in office/clerical positions than were men college graduates. Additionally, a significantly smaller proportion of female college graduates were employed in managerial positions than were men college graduates. The significantly different proportions of women college graduates in office/clerical and managerial positions necessitates the rejection of part of null hypothesis 2.7 which reads:

### TABLE IV-24

### EMPLOYMENT OF COLLEGE GRADUATES BY SEX AND JOB CATEGORY

N=1020

| | MALE | | FEMALE | | |
|---|---|---|---|---|---|
| JOB CATEGORY | Number | Percent | Number | Percent | TOTAL |
| Service | 15 | 2% | 18 | 6% | 33 |
| Operative | 23 | 3 | 5 | 2 | 28 |
| Craft | 29 | 4 | 9 | 3 | 38 |
| Office/Clerical | 16 | 2 | 100 | 35 * | 116 |
| Sales | 85 | 12 | 27 | 10 | 112 |
| Technicians | 57 | 8 | 16 | 6 | 92 |
| Professionals | 201 | 27 | 79 | 28 | 280 |
| Managers | 311 | 42 | 29 | 10 * | 340 |
| Total | 737 | 100% | 283 | 100% | 1,039 |

*Indicates difference between male and female proportions is significant at the .05 level.

### TABLE IV-25

### EMPLOYMENT OF COLLEGE GRADUATES BY SEX AND INCOME

N=1031

| | MALE | | FEMALE | | |
|---|---|---|---|---|---|
| PAY LEVEL | Number | Percent | Number | Percent | TOTAL |
| Under $5,000 | 16 | 2% | 64 | 22%* | 80 |
| $ 5,000 to $ 9,999 | 113 | 15 | 145 | 50 * | 258 |
| $10,000 to $14,499 | 255 | 34 | 64 | 22 * | 319 |
| $15,000 to $19,999 | 175 | 24 | 13 | 4 * | 188 |
| $20,000 and Over | 183 | 25 | 3 | 1 | 186 |
| Total | 742 | 100% | 289 | 99% | 1,031 |

*Indicates difference between male and female proportions is significant at .05 level.

### TABLE IV-26

### COLLEGE GRADUATES' PERCEPTIONS OF UNDEREMPLOYMENT[1] BY SEX

N=1003

| | MALE | | FEMALE | | |
|---|---|---|---|---|---|
| COLLEGE GRADUATES WHO: | Number | Percent | Number | Percent | TOTAL |
| Desire a lower position hierarchial level than their current position. | 5 | 0.7% | 1 | 0.3% | 6 |
| Desire no change from their current position. | 425 | 58.0 | 143 | 53.0 | 568 |
| Desire a higher hierarchial level than their current position. | 303 | 41.3 | 126 | 46.7 * | 429 |
| Total | 733 | 100.0% | 270 | 100.0% | 1,003 |

[1] Employee perceptions of underemployment are measured by responses from two questions asking respondents to: (a) circle a number on a hierarchial ladder indicating their present position and (b) circle a number on a hierarchial ladder indicating the position they feel they should be in now. Underemployment is suggested when (b) is higher than (a).

*Indicates difference between male and female proportions is significant at the .05 level.

> Men and women college graduates are proportionally distributed among the various job categories.

Thus, an alternative hypothesis must be accepted which will read:

> Women college graduates are underemployed only in managerial positions and overemployed in office/clerical positions.

Table IV-25 indicates that significantly higher proportions of women than men college graduates were employed in pay levels under $10,000 and significantly fewer women than men college graduates were employed in pay levels from $10,000 to $20,000. Although it cannot be statistically proven that women were disproportionately employed in pay levels above $20,000 in relation to men, this may be due to the very small sample of women in this pay level. Thus, the findings from testing hypothesis 2.8 which reads:

> Men and women college graduates are proportionally distributed among the various pay levels.

support the rejection of the hypothesis and the alternative hypothesis can be accepted. This hypothesis will read:

> Women college graduates are underemployed in pay levels above $10,000 in relation to male college graduates.

## College Graduates' Perceptions of Underemployment

Table IV-26 shows male and female college graduates' perceptions of their underemployment. The overall proportion of college graduates who desired higher level positions is not significantly greater than the overall proportion of respondents in the sample (i.e., about 43 percent of college graduates and about 42 percent of the total sample). The findings, however, suggest that a slightly higher proportion of female college graduates were dissatisfied with their current hierarchial level than male college graduates. More than 46 percent, or 126 of the 270 female respondents perceived themselves as underemployed, in contrast to only 41 percent, or 303 of the 733 male respondents. This suggests that hypothesis 2.8 which reads:

> Women and men college graduates have similar perceptions of their underemployment in the organizational hierarchy.

can be rejected and the alternative hypothesis accepted. This will read:

> A larger proportion of women college graduates than men college graduates perceive themselves as underemployed in the organizational hierarchy.

In summary, there appears to be some indication of underemployment of women. Women are underemployed in terms of experience in their current positions and experience with their current employer at most salary levels, especially the lower levels, but women are not underemployed in relation to their education. It is interesting, however, to note that women did not perceive themselves as underemployed any more frequently than men. Finally, female college graduates appeared to be significantly overemployed in office and clerical positions, underemployed in managerial positions and underemployed in higher pay levels.

## SUMMARY OF MAJOR FINDINGS

This chapter has presented the findings resulting from testing the major research hypotheses of the study. A brief discussion of the general characteristics of the sample and a description of the resulted obtained from the Employment Survey questionnaire was presented. Specific hypotheses were tested to determine the existence and extent of underemployment and underutilization of women in Iowa.

The respondents consisted of 5,995 employees located in 261 businesses and industries throughout Iowa. Five major geographic areas in Iowa (i.e., Central, Southwest, Northwest, Northeast, and Southeast Iowa), and six major industry classifications (i.e., agriculture and construction; manufacturing; transportation and utilities; wholesale and retail trade; finance and insurance; and services) are well represented in the sample. Additionally, the sample appears to be representative of the five distinct firm size groupings (i.e., 1-49 employees, 50-99 employees, 100-249 employees, 250-499 employees, and 500 or more employees) and the three community sizes (i.e., under 2,500 population, 2,500 to 10,000 population, and over 10,000 population). The respondents were a heterogenous group, the typical female respondent differing significantly from the typical male respondent. The typical female respondent was paid considerably less than the male respondent and was working primarily for supplemental support in contrast to men who were working mainly for primary support of self and others. She was less educated, had fewer dependents and years of work experience, and was employed in fewer supervisory and managerial positions than the typical male respondent.

The findings of the study support the hypotheses that women are underutilized in Iowa in specific jobs and at certain higher pay levels. The most serious underutilization of women occurs in craft, operative, supervisory and managerial positions. The findings also suggest that women are underutilized in pay levels of $10,000 and more.

Analysis of the data suggests that some underemployment of women also exists. The findings do not support hypotheses suggesting that women are underemployed in relation to their education backgrounds either by job category or pay levels. However, when only college graduates are compared, it becomes evident that women college graduates are underemployed in managerial positions and overemployed in office and clerical positions. Women college graduates are also underemployed in pay levels above $10,000.

Women do not appear to have significantly higher numbers of total years of experience than men in any job category with the exception of office/clerical positions. In these positions, women are underemployed only in terms of years of experience in their current position. The findings also indicate that women are underemployed in pay levels under $10,000 in relation to years in their current

103

position and in pay levels under $15,000 in relation to years of experience with their current employer. However, female respondents in the study did not perceive that they were underemployed any more frequently than did male respondents with the single exception of female college graduates. More female college graduates perceived themselves as underemployed than male college graduates.

Thus, the findings of this study support the popular assumptions that women are underemployed and underutilized in certain circumstances. The study, however, also reveals a few positive findings. Educational underemployment does not appear to be serious for women except among college graduates. Women are not underutilized in service, office/clerical, sales, and professional positions and are not seriously underutilized in laborer and technical positions. In addition, a smaller proportion of women than men perceived themselves as underemployed.

## Footnotes for Chapter Four

[1] Statistical significance between sample proportions was determined through the use of the following formula:

$P_1$, $P_2$ = sample proportions
P = estimate of population proportion
q = 1 - P
$N_1$, $N_2$ = sample sizes

$$Z = \frac{P_1 - P_2}{\sqrt{pq \, \frac{N_1 + N_2}{N_1 + N_2}}}$$

[2] This study only considers underemployment of women. No attempt was made to ascertain underemployment of men.

[3] Statistical significance between sample means was determined through the use of the following formula:

$X_1$, $X_2$ = sample means
$SD_1$, $SD_2$ = standard deviations
$N_1$, $N_2$ = sample sizes

$$Z = \frac{X_1 - X_2}{\sqrt{\frac{SD_1}{N_1} + \frac{SD_2}{N_2}}}$$

[4] For example, if women in clerical positions have a higher education level than men, we can conclude that women are underemployed in relation to their education. If women in managerial positions have more experience than men, we can conclude that they are required to be more experienced than men in similar positions and are, therefore, underemployed.

# CHAPTER V

# RESULTS OF EMPIRICAL RESEARCH -- OTHER FINDINGS

## INTRODUCTION

This chapter presents findings relevant to the underemployment and underutilization of women in Iowa that are not directly related to testing the general research hypotheses. These findings will assist in developing an understanding of the reasons for underemployment and underutilization of women and help identify some of the barriers to job entrance and upward mobility. Specifically, this chapter will: (a) discuss the mobility of respondents and its impact on underemployment and underutilization, (b) analyze aspirations of respondents to determine if sex is a differentiating variable, and (c) provide a general discussion of respondent's satisfaction with various dimensions of their jobs.

## EMPLOYEE MOBILITY

Mobility is often a prerequisite for obtaining and holding the more responsible positions in business today. The ability to travel in a job or relocate to obtain a better job may be a direct influence on promotional opportunities. In larger, more complex companies, the knowledge obtained from performing various assignments throughout the organization has been traditionally recognized by management as important in the development of future executives. The knowledge an employee gains from a breadth of experiences better equips that employee to perform in a managerial role. Thus, travel on the job or the willingness to transfer and relocate are often necessities for advancement to higher level managerial positions. This section of the study discusses the mobility of male and female employees. Four aspects of mobility will be analyzed; (1) travel required in present job, (2) willingness to travel in any job, (3) willingness to change employers for a better job, and (4) willingness to move to a different town for a better job.

## Travel Required in Present Job

Travel requirements of employees in their jobs were determined by asking respondents to indicate whether their current jobs required "no travel", "occasional travel", or "frequent travel". The travel requirements of men and women in their present jobs are indicated in Tables V-1, V-2, and V-3.

Men were required to travel in far greater proportions than women; 42 percent of the men and only 14 percent of the women traveled in their present jobs. Twenty-eight percent of the men traveled "occasionally" and 14 percent traveled "frequently", while only 10 percent of the women traveled "occasionally" and only 4 percent traveled "frequently" in performing their jobs. Conversely, 86 percent of the women and only 58 percent of the men were not required to travel in their present jobs.

Geographic area, community size, employer size, and type of industry had little effect on the travel performed by men and women as shown in Table V-1. Higher proportions of women in the service, and transportation and utilities industries were required to travel in their jobs than women in other industries; however, the travel requirements for women were still substantially less than those for men.

Table V-2 presents travel requirements for both men and women by job category, income, education, and age. Only in service occupations were a higher proportion of women than men, 16 percent to 11 percent respectively, required to travel in their jobs. Both men and women were required to travel most in the higher skilled occupations of professionals and managers. Except in managerial positions where similar proportions of men and women were required to travel "occasionally" in their jobs, generally more men were required to travel in their jobs than women.

Travel requirements appear to be closely related to income; the higher the income, the higher the proportions were for both men and women respondents who traveled in their jobs. It is important to note that there was little difference between the proportions of male and female respondents performing "occasional"

## TABLE V-1

### TRAVEL REQUIRED OF MEN AND WOMEN STATE-WIDE, BY GEOGRAPHIC AREA, SIZE OF COMMUNITY, SIZE OF FIRM, AND TYPE OF INDUSTRY

N=5948

| CHARACTERISTIC | PERCENTAGE PERFORMING NO TRAVEL |  | PERCENTAGE PERFORMING OCCASIONAL TRAVEL |  | PERCENTAGE PERFORMING FREQUENT TRAVEL |  |
|---|---|---|---|---|---|---|
|  | Male | Female | Male | Female | Male | Female |
| State-wide | 58% | 86% | 28% | 10% | 14% | 4% |
| Geographic Area in Iowa |  |  |  |  |  |  |
| Central | 52% | 84% | 31% | 11% | 17% | 5% |
| Southwest | 66 | 85 | 19 | 10 | 15 | 5 |
| Northwest | 66 | 85 | 24 | 9 | 11 | 5 |
| Northeast | 57 | 84 | 29 | 11 | 14 | 5 |
| Southeast | 56% | 89% | 30% | 8% | 14% | 3% |
| Community Size by Population |  |  |  |  |  |  |
| Under 2,500 | 61% | 86% | 18% | 6% | 21% | 8% |
| 2,500-10,000 | 66 | 85 | 22 | 10 | 13 | 5 |
| Over 10,000 | 56% | 86% | 30% | 10% | 14% | 4% |
| Firm Size by Number of Employees |  |  |  |  |  |  |
| 1- 49 | 44% | 82% | 37% | 13% | 20% | 6% |
| 50- 99 | 54 | 82 | 22 | 12 | 23 | 6 |
| 100-249 | 59 | 85 | 26 | 10 | 15 | 5 |
| 250-499 | 60 | 86 | 30 | 10 | 10 | 3 |
| 500 and Over | 62% | 88% | 28% | 8% | 10% | 4% |
| Type of Industry |  |  |  |  |  |  |
| Agriculture, Construction | 33% | 91% | 47% | 9% | 20% | 0% |
| Manufacturing | 70 | 91 | 20 | 6 | 10 | 3 |
| Transportation, Utilities | 39 | 77 | 37 | 19 | 24 | 4 |
| Wholesale and Retail Trade | 55 | 83 | 27 | 11 | 18 | 6 |
| Finance, Insurance | 42 | 92 | 44 | 7 | 14 | 2 |
| Service | 62% | 78% | 31% | 15% | 7% | 7% |

NOTE: Percentages are row percentages by sex. For example, 52 percent of all men from Central Iowa performed "no travel" in their jobs.

108

TABLE V-2

## TRAVEL REQUIRED OF MEN AND WOMEN BY JOB CATEGORY, INCOME, LEVEL OF EDUCATION, AND AGE

| | PERCENTAGE PERFORMING NO TRAVEL | | PERCENTAGE PERFORMING OCCASIONAL TRAVEL | | PERCENTAGE PERFORMING FREQUENT TRAVEL | |
|---|---|---|---|---|---|---|
| | Male | Female | Male | Female | Male | Female |
| JOB CATEGORY (N=5554) | | | | | | |
| Service | 89% | 84% | 4% | 8% | 7% | 8% |
| Operative | 67 | 92 | 10 | 4 | 23 | 5 |
| Craft | 73 | 83 | 15 | 11 | 13 | 7 |
| Office/Clerical | 84 | 94 | 10 | 4 | 6 | 1 |
| Sales | 53 | 82 | 26 | 12 | 22 | 6 |
| Technicians | 62 | 82 | 29 | 14 | 10 | 5 |
| Professionals | 39 | 66 | 50 | 28 | 12 | 6 |
| Managers | 36% | 48% | 51% | 48% | 13% | 5% |
| INCOME (N=5899) | | | | | | |
| Under $5,000 | 87% | 87% | 6% | 7% | 7% | 7% |
| $ 5,000-$ 9,999 | 83 | 90 | 9 | 7 | 8 | 3 |
| $10,000-$12,499 | 70 | 80 | 19 | 15 | 11 | 5 |
| $12,500-$14,999 | 57 | 57 | 29 | 35 | 14 | 7 |
| $15,000 and Over | 28% | 29% | 50% | 59% | 21% | 12% |
| LEVEL OF EDUCATION (N=5931) | | | | | | |
| Less than a High School Diploma | 71% | 84% | 12% | 6% | 17% | 10% |
| High School Diploma | 66 | 89 | 19 | 7 | 15 | 4 |
| Some College | 57 | 83 | 32 | 14 | 11 | 3 |
| College Degree and Above | 39% | 75% | 46% | 19% | 15% | 7% |
| AGE (N=5944) | | | | | | |
| Under 25 | 77% | 89% | 14% | 8% | 9% | 3% |
| 25-34 | 58 | 85 | 29 | 11 | 13 | 4 |
| 35-44 | 47 | 82 | 36 | 13 | 17 | 5 |
| 45-54 | 50 | 84 | 32 | 11 | 18 | 5 |
| 55 and Over | 61% | 86% | 23% | 8% | 16% | 6% |

NOTE: Percentages are row percentages by sex. For example, 89 percent of all male service workers performed "no travel" in their jobs.

travel in their jobs when respondents were classified by income. For example, only 13 percent of the men and 14 percent of the women with incomes under $5,000 were required to perform any travel in their jobs while 71 percent of both men and women with incomes over $15,000 were required to travel in their jobs. It is interesting to note, however, with the exception of respondents earning under $5,000, the proportion of men who traveled "frequently" in their jobs was about twice the proportion of women in every income category.

Travel requirements of the job also varied with the education and age of respondents. Generally, as education increased, travel requirements increased; the increase in the proportion of men required to travel was, however, substantially greater than for women. Twenty-nine percent of the men and 16 percent of the women without a high school diploma were required to travel in their jobs while 61 percent of the men and only 26 percent of the women with at least a college degree were required to travel in their jobs. Although men in the age groups of 25-54 were required to travel substantially more than men in the other age groups, age had little relation to the travel requirements for women in their current jobs.

As indicated in Table V-3, the travel requirements for women varied little when respondents were grouped by economic reason for working, marital status, and number of dependents and children. The travel requirements for men, however, appear to vary by their main economic reason for working and their marital status. Forty-six percent of the men who provided primary support for themselves and others in contrast to only 31 percent of those who provided supplemental support and 24 percent who supported only themselves were required to travel in their jobs. Forty-six percent of the men presently married in contrast to 39 percent of those who were widowed, separated, or divorced and 24 percent of the single men were required to travel in their jobs. Thus, it appears that men who are married or provide primary support for themselves and others were required to travel most in their jobs.

## TABLE V-3

## TRAVEL REQUIRED OF MEN AND WOMEN

## BY ECONOMIC REASON FOR WORKING, MARITAL STATUS, AND NUMBER OF DEPENDENTS AND CHILDREN

| | PERCENTAGE PERFORMING NO TRAVEL | | PERCENTAGE PERFORMING OCCASIONAL TRAVEL | | PERCENTAGE PERFORMING FREQUENT TRAVEL | |
|---|---|---|---|---|---|---|
| | Male | Female | Male | Female | Male | Female |
| ECONOMIC REASON FOR WORKING (N=5936) | | | | | | |
| Support Self Only | 76% | 87% | 13% | 10% | 11% | 4% |
| Primary Support of Self and Others | 54 | 81 | 31 | 13 | 15 | 6 |
| Supplemental Support of Self and Others | 69% | 87% | 21% | 9% | 10% | 4% |
| MARITAL STATUS (N=5937) | | | | | | |
| Never Married | 75% | 86% | 13% | 10% | 11% | 4% |
| Presently Married | 55 | 86 | 31 | 9 | 15 | 4 |
| Widowed, Separated, or Divorced | 61% | 84% | 21% | 12% | 18% | 5% |
| NUMBER OF DEPENDENTS (N=5844) | | | | | | |
| 0 | 75% | 87% | 15% | 9% | 10% | 4% |
| 1 | 62 | 83 | 25 | 11 | 12 | 5 |
| 2 | 56 | 85 | 30 | 11 | 13 | 4 |
| 3 | 54% | 84% | 31% | 11% | 15% | 5% |
| NUMBER OF CHILDREN (N=5949) | | | | | | |
| 0 | 61% | 85% | 26% | 11% | 14% | 5% |
| 1 | 57 | 86 | 28 | 10 | 15 | 4 |
| 2 | 54 | 88 | 32 | 9 | 14 | 3 |
| 3 | 47% | 87% | 36% | 10% | 17% | 4% |

NOTE: Percentages are row percentages by sex. For example, 76 percent of all men who supported only themselves performed "no travel" in their jobs.

## Willingness to Travel in Any Job

The findings in the previous section on travel requirements reveal that a much higher proportion of men than women performed travel in their present jobs. If women are arbitrarily restricted from the many positions requiring travel or if women are presumed to be unwilling to perform travel duties in those positions, employers may be denying women the opportunity to enter jobs which could be important experiences for future development. The elimination of underemployment and underutilization of women in the work force will also be difficult if women are restricting themselves from these jobs which require travel. Therefore, a determination must be made of women's willingness to travel.

Employees were asked to indicate the extent of travel they would be willing to perform in any job. These responses are indicated in Tables V-4, V-5, and V-6. Although a higher proportion of men than women, 84 percent to 61 percent respectively, were willing to perform travel in any job, there appears to be substantially more women willing to travel than are presently required to travel. This suggests that employers may not be giving women the opportunity to obtain jobs requiring travel.

As shown in Table V-4, geographic area, community size, and employer size had little relation to respondents' willingness to travel. When the responses were classified by industry, however, some patterns emerged. A lower proportion of men in manufacturing, and a lower proportion of women in manufacturing, and wholesale and retail trade were willing to travel than in the other industries. A higher proportion of women in agriculture and construction industries, and transportation and utilities industries were willing to travel than in other industries. As shown in Table V-5, when the responses were classified by job category, income, education, and age, the pattern found for "travel required" was also found for "willingness to travel". Generally, as skill and responsibility of the position, income, and

## TABLE V-4

## WILLINGNESS OF MEN AND WOMEN TO ACCEPT TRAVEL STATE-WIDE, BY GEOGRAPHIC AREA, SIZE OF COMMUNITY, SIZE OF FIRM, AND TYPE OF INDUSTRY

(N=5923)

| CHARACTERISTIC | PERCENTAGE WILLING TO ACCEPT NO TRAVEL | | PERCENTAGE WILLING TO ACCEPT OCCASIONAL TRAVEL | | PERCENTAGE WILLING TO ACCEPT FREQUENT TRAVEL | |
|---|---|---|---|---|---|---|
| | Male | Female | Male | Female | Male | Female |
| State-wide | 16% | 39% | 61% | 50% | 23% | 11% |
| Geographic Area in Iowa | | | | | | |
| Central | 13% | 38% | 60% | 50% | 27% | 12% |
| Southwest | 18 | 39 | 56 | 50 | 27 | 11 |
| Northwest | 17 | 39 | 62 | 51 | 21 | 10 |
| Northeast | 15 | 35 | 64 | 52 | 21 | 12 |
| Southeast | 18% | 42% | 60% | 48% | 22% | 10% |
| Community Size by Population | | | | | | |
| Under 2,500 | 13% | 44% | 58% | 45% | 30% | 12% |
| 2,500-10,000 | 17 | 42 | 60 | 48 | 24 | 10 |
| Over 10,000 | 16% | 38% | 62% | 51% | 23% | 11% |
| Firm Size by Number of Employees | | | | | | |
| 1- 49 | 12% | 45% | 60% | 42% | 28% | 13% |
| 50- 99 | 13 | 41 | 56 | 48 | 31 | 11 |
| 100-249 | 19 | 37 | 57 | 53 | 24 | 10 |
| 250-499 | 14 | 40 | 65 | 48 | 21 | 13 |
| 500 and Over | 16% | 38% | 65% | 51% | 19% | 11% |
| Type of Industry | | | | | | |
| Agriculture, Construction | 12% | 26% | 58% | 63% | 30% | 11% |
| Manufacturing | 20 | 42 | 61 | 48 | 19 | 10 |
| Transportation, Utilities | 14 | 26 | 58 | 61 | 29 | 13 |
| Wholesale and Retail Trade | 13 | 48 | 58 | 42 | 29 | 10 |
| Finance, Insurance | 10 | 33 | 70 | 60 | 20 | 8 |
| Service | 13% | 36% | 64% | 48% | 23% | 15% |

NOTE: Percentages are row percentages by sex. For example, 13 percent of all men from Central Iowa were willing to accept "no travel" in any job.

## TABLE V-5

## WILLINGNESS OF MEN AND WOMEN TO ACCEPT TRAVEL BY JOB CATEGORY, INCOME, LEVEL OF EDUCATION, AND AGE

| | PERCENTAGE WILLING TO ACCEPT NO TRAVEL | | PERCENTAGE WILLING TO ACCEPT OCCASIONAL TRAVEL | | PERCENTAGE WILLING TO ACCEPT FREQUENT TRAVEL | |
|---|---|---|---|---|---|---|
| | Male | Female | Male | Female | Male | Female |
| JOB CATEGORY (N=5541) | | | | | | |
| Service | 30% | 46% | 49% | 37% | 22% | 16% |
| Operative | 21 | 43 | 51 | 43 | 28 | 14 |
| Craft | 25 | 48 | 55 | 40 | 21 | 12 |
| Office/Clerical | 13 | 40 | 59 | 53 | 28 | 7 |
| Sales | 7 | 39 | 60 | 49 | 33 | 12 |
| Technicians | 13 | 31 | 69 | 58 | 18 | 11 |
| Professionals | 6 | 18 | 79 | 66 | 15 | 16 |
| Managers | 7% | 16% | 69% | 65% | 24% | 19% |
| INCOME (N=5871) | | | | | | |
| Under $5,000 | 23% | 44% | 47% | 45% | 31% | 11% |
| $ 5,000-$ 9,999 | 20 | 40 | 58 | 50 | 22 | 10 |
| $10,000-$12,499 | 20 | 29 | 60 | 56 | 20 | 16 |
| $12,500-$14,999 | 15 | 21 | 63 | 64 | 22 | 16 |
| $15,000 and Over | 8% | 4% | 66% | 70% | 26% | 27% |
| LEVEL OF EDUCATION (N=5903) | | | | | | |
| Less than a High School Diploma | 39% | 58% | 40% | 30% | 21% | 12% |
| High School Diploma | 21 | 42 | 58 | 48 | 21 | 10 |
| Some College | 7 | 32 | 68 | 56 | 26 | 12 |
| College Degree and Above | 9% | 21% | 67% | 62% | 24% | 17% |
| AGE (N=5917) | | | | | | |
| Under 25 | 9% | 27% | 65% | 60% | 26% | 13% |
| 25-34 | 11 | 37 | 65 | 56 | 24 | 10 |
| 35-44 | 15 | 44 | 62 | 46 | 23 | 10 |
| 45-54 | 19 | 44 | 59 | 46 | 22 | 10 |
| 55 and Over | 36% | 60% | 45% | 30% | 19% | 10% |

NOTE: Percentages are row percentages by sex. For example, 30 percent of all male service workers were willing to accept "no travel" in any job.

## TABLE V-6

## WILLINGNESS OF MEN AND WOMEN TO ACCEPT TRAVEL

## BY ECONOMIC REASON FOR WORKING, MARITAL STATUS, AND NUMBER OF DEPENDENTS AND CHILDREN

| | PERCENTAGE WILLING TO ACCEPT NO TRAVEL | | PERCENTAGE WILLING TO ACCEPT OCCASIONAL TRAVEL | | PERCENTAGE WILLING TO ACCEPT FREQUENT TRAVEL | |
|---|---|---|---|---|---|---|
| | Male | Female | Male | Female | Male | Female |
| ECONOMIC REASON FOR WORKING (N=5910) | | | | | | |
| Support Self Only | 11% | 26% | 57% | 54% | 32% | 20% |
| Primary Support of Self and Others | 16 | 32 | 62 | 55 | 22 | 13 |
| Supplemental Support of Self and Others | 28% | 46% | 52% | 47% | 20% | 7% |
| MARITAL STATUS (N=5910) | | | | | | |
| Never Married | 10% | 20% | 58% | 60% | 33% | 20% |
| Presently Married | 17 | 46 | 62 | 47 | 21 | 7 |
| Widowed, Separated, or Divorced | 18% | 26% | 48% | 50% | 34% | 17% |
| NUMBER OF DEPENDENTS (N=5516) | | | | | | |
| 0 | 11% | 36% | 58% | 50% | 31% | 14% |
| 1 | 20 | 35 | 59 | 55 | 21 | 10 |
| 2 | 18 | 41 | 62 | 50 | 21 | 7 |
| 3 | 13% | 44% | 66% | 47% | 21% | 10% |
| NUMBER OF CHILDREN (N=5923) | | | | | | |
| 0 | 17% | 37% | 58% | 50% | 25% | 13% |
| 1 | 14 | 43 | 65 | 52 | 21 | 5 |
| 2 | 13 | 41 | 67 | 51 | 21 | 8 |
| 3 | 14% | 43% | 63% | 48% | 23% | 8% |

NOTE: Percentages are row percentages by sex. For example, 11 percent of all men who supported only themselves were willing to accept "no travel" in any job.

education increased, the proportion of respondents willing to travel in any job increased.

As indicated in Table V-6, although the number of dependents and children had little effect upon respondents' willingness to accept travel, economic reason for working and marital status had some interesting effects for both men and women. The highest proportion of men and women willing to travel in a job supported only themselves, 89 percent and 74 percent respectively. Eighty-four percent of the men and 68 percent of the women who provided primary support for themselves and others were willing to travel in a job, while 72 percent of the men and 54 percent of the women who provided supplemental support were willing to travel. Men were willing to accept travel in any job in far greater proportions than women, regardless of their marital status. Eighty-three percent of the men and only 54 percent of the women who were presently married were willing to travel. Thus, even married men were willing to travel in large proportions. Married women and women providing supplemental support, however, were least willing to travel of any group.

## Willingness to Change Employers or Locations

Mobility is also indicated by employees' willingness to change their present employer or move to a different town to obtain a job with more pay or more responsibility. In the past few decades, men have substantially increased their promotional opportunities by changing employers or moving to other locations.

This section of the study ascertained the extent of employee mobility by asking respondents whether or not they would be willing to change employers or move to a different town or obtain higher paying or more responsible jobs. The responses to these questions are shown in Tables V-7, V-8 and V-9. Similar proportions of men and women, 67 percent and 60 percent respectively, indicated they would change employers for a better job; however, 60 percent of the men while only 30 percent of the women were willing to move to a different town for a better job.

### TABLE V-7

### WILLINGNESS OF MEN AND WOMEN TO CHANGE EMPLOYERS OR MOVE FOR A BETTER JOB BY GEOGRAPHIC AREA, SIZE OF COMMUNITY, SIZE OF FIRM, AND TYPE OF INDUSTRY

N=5020

| | PERCENTAGE WILLING TO CHANGE EMPLOYERS | | PERCENTAGE WILLING TO MOVE TO A DIFFERENT TOWN | |
|---|---|---|---|---|
| CHARACTERISTIC | Male | Female | Male | Female |
| State-wide | 67% | 60% | 60% | 30% |
| Geographic Area in Iowa | | | | |
| Central | 68% | 61% | 64% | 33% |
| Southwest | 68 | 56 | 63 | 20 |
| Northwest | 70 | 61 | 62 | 31 |
| Northeast | 62 | 60 | 58 | 32 |
| Southeast | 67% | 58% | 58% | 28% |
| Community Size by Population | | | | |
| Under 2,500 | 74% | 68% | 62% | 31% |
| 2,500-10,000 | 71 | 56 | 67 | 23 |
| Over 10,000 | 65% | 60% | 59% | 31% |
| Firm Size by Number of Employees | | | | |
| 1- 49 | 58% | 51% | 64% | 26% |
| 50-.99 | 62 | 55 | 62 | 25 |
| 100-249 | 68 | 62 | 59 | 31 |
| 250-499 | 72 | 66 | 62 | 31 |
| 500 and Over | 66% | 56% | 58% | 31% |
| Type of Industry | | | | |
| Agriculture, Construction | 73% | 61% | 70% | 33% |
| Manufacturing | 72 | 62 | 58 | 30 |
| Transportation, Utilities | 49 | 50 | 58 | 40 |
| Wholesale and Retail Trade | 61 | 52 | 65 | 21 |
| Finance, Insurance | 73 | 73 | 62 | 37 |
| Service | 75% | 57% | 64% | 29% |

NOTE: Percentages are row percentages figured for each column. For example, 67 percent of the men state-wide were willing to change employers for a better job while 60 percent of the men state-wide were willing to move to a different town for a better job.

Thus, it appears that many women, i.e., 70 percent of the women in the sample, may be denying themselves promotional opportunities due to their unwillingness to move for a better job.

As shown in Table V-7, there was little difference throughout the various geographic areas between the proportions of men and women willing to change employers for a better job; however, the proportions of men and women willing to move for a better job were substantially different. About one-half as many women who were willing to change employers were willing to change towns. Men throughout Iowa seemed about equally willing to change employers or move for better jobs.

When viewing responses by community size, it was found in communities of 2,500 to 10,000 in population that the highest proportion of men and the lowest proportion of women were willing to move (67 percent to 23 percent, respectively). Classifying responses by size of employer did not reveal any substantial variance due to employer size.

Some interesting patterns emerge when viewing the mobility of respondents by type of industry. The lowest proportions of men and women willing to change employers were in the transportation and utilities industries, 49 percent and 50 percent, respectively. Women in those industries were also the most willing to move for a better job, with 40 percent responding affirmatively. Men and women were equally willing to change employers, 73 percent for both sexes, in the finance and insurance industries which was the highest proportion of women in any industry. In the wholesale and retail trade industry, 21 percent of the women were willing to move to a different town, the lowest proportion in any industry.

Table V-8 shows the mobility of men and women by present job category, income, education, and age. There were few differences in the willingness of both men and women to change employers in most occupations. The proportion of women in managerial positions willing to change employers was lowest (43 percent);

## TABLE V-8

## WILLINGNESS OF MEN AND WOMEN TO CHANGE EMPLOYERS OR MOVE FOR A BETTER JOB BY JOB CATEGORY, INCOME, LEVEL OF EDUCATION, AND AGE

| | PERCENTAGE WILLING TO CHANGE EMPLOYERS | | PERCENTAGE WILLING TO MOVE TO A DIFFERENT TOWN | |
|---|---|---|---|---|
| | Male | Female | Male | Female |
| PRESENT JOB CATEGORY | N=5498 | | N=5501 | |
| Service | 73% | 61% | 52% | 27% |
| Operative | 69 | 67 | 53 | 35 |
| Craft | 62 | 55 | 52 | 29 |
| Office/Clerical | 75 | 64 | 68 | 30 |
| Sales | 62 | 54 | 62 | 26 |
| Technicians | 75 | 58 | 65 | 32 |
| Professionals | 77 | 58 | 72 | 35 |
| Managers | 63% | 43% | 69% | 38% |
| INCOME | N=5850 | | N=5855 | |
| Under $5,000 | 79% | 64% | 63% | 30% |
| $ 5,000-$ 9,999 | 74 | 61 | 61 | 29 |
| $10,000-$12,499 | 68 | 51 | 58 | 33 |
| $12,500-$14,999 | 65 | 43 | 59 | 35 |
| $15,000 and Over | 57% | 37% | 62% | 47% |
| LEVEL OF EDUCATION | N=5879 | | N=5886 | |
| Less than a High School Diploma | 50% | 44% | 39% | 17% |
| High School Diploma | 61 | 57 | 53 | 27 |
| Some College | 72 | 66 | 68 | 36 |
| College Degree and Above | 77% | 71% | 74% | 42% |
| AGE | N=5893 | | N=5899 | |
| Under 25 | 82% | 77% | 74% | 45% |
| 25-34 | 77 | 72 | 71 | 35 |
| 35-44 | 68 | 57 | 62 | 24 |
| 45-54 | 52 | 43 | 50 | 21 |
| 55 and Over | 31% | 28% | 25% | 9% |

NOTE: Percentages are row percentages figured for each column. For example, 73 percent of all male service workers were willing to change employers for a better job while 52 percent of all male service workers were willing to move to a different town for a better job.

however, the proportion of women willing to move was highest (38 percent). Men appeared quite willing to change employers regardless of their occupations. Women managers, professionals and operatives were more willing to move to a different town than women in the other job categories. Men in professional, managerial, and office/clerical positions were more willing to move than men in other job categories. It should be noted that a higher proportion of male managers were willing to move, by 6 percentage points, than were willing to change employers.

As might be expected, there was an inverse relationship between income and willingness to change employers for a better job; the less earned, the more willing both men and women were to change employers for a better job. In contrast, almost one-half the women who earned $15,000 or more were willing to move for a better job. At all other income levels, never more than 35 percent of the women expressed a willingness to move, whereas the proportion of men willing to move always remained around 60 percent, regardless of the income level.

Responses for men and women varied with age and education as shown in Table V-8. The more educated respondents were, the more willing both men and women were to change employers and to move to a different town for a better job. The proportion of men willing to move, however, was almost double the proportion of women willing to move at all education levels, except the college degree category where 74 percent of the men and 42 percent of the women were willing to move. The younger respondents were more willing to change employers or to move than were older respondents. The percentage of respondents who were willing to change employers or move decreased for both sexes as the age increased. The proportion of men who were willing to move, however, was twice that of women regardless of the age category.

Economic reason for working and marital status also seemed to affect the willingness to change employers and to move for men and women, as shown in Table V-9. Male and female household heads, those who provided primary support for themselves

## TABLE V-9

## WILLINGNESS OF MEN AND WOMEN TO CHANGE EMPLOYERS OR MOVE FOR A BETTER JOB BY ECONOMIC REASON FOR WORKING, MARITAL STATUS, AND NUMBER OF DEPENDENTS AND CHILDREN

| | PERCENTAGE WILLING TO CHANGE EMPLOYERS | | | PERCENTAGE WILLING TO MOVE TO A DIFFERENT TOWN | | |
|---|---|---|---|---|---|---|
| | Male | | Female | Male | | Female |
| ECONOMIC REASON FOR WORKING | | N=5883 | | | N=5889 | |
| Support Self Only | 79% | | 62% | 66% | | 46% |
| Primary Support of Self and Others | 65 | | 65 | 61 | | 40 |
| Supplemental Support of Self and Others | 65% | | 57% | 39% | | 20% |
| MARITAL STATUS | | N=5884 | | | M=5890 | |
| Never Married | 78% | | 71% | 68% | | 52% |
| Presently Married | 65 | | 58 | 59 | | 21 |
| Widowed, Separated, or Divorced | 69% | | 54% | 62% | | 36% |
| NUMBER OF DEPENDENTS | | N=5787 | | | N=5794 | |
| 0 | 76% | | 56% | 65% | | 31% |
| 1 | 58 | | 63 | 53 | | 34 |
| 2 | 66 | | 61 | 64 | | 28 |
| 3 | 68% | | 66% | 62% | | 24% |
| NUMBER OF CHILDREN | | N=5895 | | | N=5902 | |
| 0 | 62% | | 57% | 56% | | 31% |
| 1 | 68 | | 65 | 64 | | 30 |
| 2 | 75 | | 69 | 68 | | 26 |
| 3 | 74% | | 68% | 71% | | 23% |

NOTE: Percentages are row percentages figured for each column. For example, 79 percent of all men who supported only themselves were willing to change employers, while 66 percent of all men who supported only themselves were willing to move to a different town for a better job.

and others, were equally willing to change employers, both at 65 percent. Men and women providing supplemental support also had similar percentages, 65 percent and 57 percent respectively, willing to change employers. The largest difference between men's and women's willingness to change employers occurred for those who supported only themselves; 79 percent of the men in that category were willing to change employers, the highest percentage of men in any category, while 62 percent of the women who supported only themselves were willing to change employers. Thus, women who provided primary support for themselves and others and men who supported only themselves had the highest percentages of respondents willing to change employers for a better job. Women who supported only themselves, however, were the most willing to move of all women and those providing supplemental support were the least willing to move. Only 39 percent of the men who provided supplemental support were willing to move, the lowest percentage of men in any category. The men who supported themselves only were most willing to move, 66 percent responded affirmatively. Thus, men and women who supported themselves only were most willing to move to a different town for a better job.

There appears to be little difference between men's and women's responses when classified by marital status with regard to willingness to change employers. Of all respondents, however, women who were widowed, separated or divorced were the least willing to change employers (54 percent) while presently married men were the least willing of all men to change employers (65 percent). Never married women had the highest percentage willing to move (52 percent), while 68 percent of the never married men were willing to move. Married men and women were the least willing to move; only 59 percent of the married men and 21 percent of the married women indicated a willingness to move.

Table V-9 also shows the number of dependents and children and the willingness of men and women to change employers or to move for a better job. Women with one dependent were more willing to change employers for a better job than men with one dependent, 63 percent to 58 percent respectively. Women with no dependents were far less willing than men to change employers for a better job, 56 percent to 76 percent respectively. Men's willingness to change employers dropped by almost 20 percentage points from no dependents to the one dependent category. The proportion of men willing to change employers then increased as the number of dependents increased. The proportion of women willing to move when viewed by dependents decreased as the number of dependents increased.

The proportion of men and women willing to change employers increased as the number of children increased. This pattern also emerged in men's willingness to move for a better job; the more children, the more willing men were to move. In contrast, the opposite pattern emerged for women. The more children, the less willing women were to move; and again, the proportions of women were half those of the men in all categories for number of children. For example, men and women who had three children were more willing to change employers for a better job than those who had no children. Men with three children were also more willing to move; however, women with three children were more reluctant to move than when they had no children. Thus, women with children were not willing to move even when a better job might be obtained.

## Summary

Generally, men were required to travel in far greater proportions than women in their present jobs; 42 percent of the men and only 14 percent of the women had travel requirements in their jobs. There was very little difference between the travel requirements of men and women when viewed by geographic area, community size, employer size, or type of industry, although women in the service, and transportation and utility industries were required to travel more than women in other industries. By occupation, women in the service category were required to travel even more than men. Higher proportions of both men and women were required to travel in the higher skilled and higher paying jobs. As education level increased, the travel requirements also increased for both male and female respondents.

Women in Iowa were willing to perform travel as a job duty in numbers far exceeding their present requirements. This suggests that employers may not be giving women the opportunity to travel or to obtain those jobs where travel is a prerequisite. Generally, the geographic area, community size and employer size had little effect on the willingness of respondents to travel. Fewer men in manufacturing, and fewer women in manufacturing, and wholesale and retail trade were willing to travel; and more women in agriculture and construction, and transportation and utilities industries were willing to travel than in the other industries.

The proportion of male and female respondents willing to travel in any job increased as their income, skill and responsibility, and education level increased. The highest proportions of both men and women willing to travel were those who supported only themselves. Women who were presently married and women who provided supplemental support were least willing to travel in any job.

The proportions of men and women willing to change employers for a better job were similar, 67 percent and 60 percent respectively, across the state. Both men and women were least willing to change employers in the transportation and utilities industries than in other industries. Women in managerial positions were less willing to change employers than women in any other category. Men and women who provided primary support for themselves and others were equally willing to change employers for better jobs. The more children both men and women had, the more willing both sexes were to change employers for better jobs.

Generally, the proportions of men willing to move were twice that for the women with regard to all variables. Thirty percent of the women in the sample were willing to move to a different town for a better job while 60 percent of the men were willing to move. The lowest percentage of women willing to move was that group which provided supplemental support. The highest percentages of women willing to move were those who had never married.

## ASPIRATIONS

One aspect often considered when management makes promotional decisions is the employee's desire to move up in the organization. Those employees desiring advancement may be considered first for promotion. If it is presumed that women are not career-oriented and do not desire to advance within the company, they may be denied opportunities for advancement. Thus, an attempt to measure personal aspirations is important to determine the validity of these presumptions. If women wish to advance in the organization or desire to hold more skilled and responsible positions, then solutions to underemployment and underutilization may focus on constructive ways to fulfill these aspirations rather than on efforts to create them. Thus, the measurement of personal aspirations will not only provide a more complete profile of female workers, but also will suggest a direction that progress toward full employment and utilization must take.

Two basic aspects of aspirations will be discussed: hierarchial aspirations and occupational aspirations. Hierarchial aspirations deal with workers' desires to move up within their present organization. Occupational aspirations concern career goals and occupational interests. These two aspects of aspirations will provide insights into both general desires for upward movement and specific occupational orientation.

### Hierarchial Aspirations

Hierarchial aspirations were determined from analyzing responses to a question which asked respondents to place themselves on three organizational ladders depicting the hierarchial structure of their organization. Respondents were to show the level of their current position on the first ladder, the level of the position they felt they should presently be in on the second, and the level of the position they would like to be in five years from now on the third ladder. The difference between the hierarchial level they currently held and the hierarchial level they desired to hold five years from now was considered an indication of hierarchial aspirations. Respondents who showed upward movement from the first ladder to the third ladder were considered to have aspirations to higher level positions.

Similar Hierarchial Aspirations. When respondents were classified by certain demographic variables, the hierarchial aspirations of men and women showed parallel trends indicating the effects of these variables on men's and women's aspirations were similar. Classifying respondents by age, education, noneconomic reason for working, job category, marital status, and number of children living in the home showed similar trends for men and women.

Table V-10 shows the proportion of men and women who aspired to higher levels in the organization by age and education. Age appears to have an inverse relationship to hierarchial aspirations; the proportion of men and women aspiring to higher level positions was highest for younger respondents and lowest for older respondents. Eighty-seven percent of the men and 83 percent of the women under 25 aspired to higher level positions. The hierarchial aspirations of both men and women declined with age, with a sharp decrease after 35 years of age. Only 12 percent of the men and 7 percent of the women 65 years or older indicated a desire for upward movement in the organization. Thus, age appears to be highly related to the hierarchial aspirations of both men and women.

The educational level of respondents, as shown in Table V-10, also appears to affect hierarchial aspirations. The proportion of both men and women with aspirations for higher level positions sharply increased from those respondents with less than a high school education to those with some college work. Whereas only 53

## TABLE V-10

## MEN AND WOMEN ASPIRING TO HIGHER POSITIONS IN THE ORGANIZATIONAL HIERARCHY BY AGE, LEVEL OF EDUCATION, JOB CATEGORY, AND MARITAL STATUS

| | MALE | | FEMALE | |
|---|---|---|---|---|
| CHARACTERISTIC | Number | Percent | Number | Percent |
| Age (N=5439) | | | | |
| Under 25 | 440 | 87% | 615 | 83% |
| 25-34 | 820 | 84 | 523 | 81 |
| 35-44 | 418 | 68 | 313 | 69 |
| 45-54 | 285 | 57 | 257 | 56 |
| 55-64 | 102 | 39 | 112 | 43 |
| Over 65 | 2 | 12% | 1 | 7% |
| Level of Education (N=5426) | | | | |
| Less than a High School Diploma | 176 | 53% | 119 | 51% |
| High School Diploma | 723 | 68 | 956 | 70 |
| Some College | 589 | 79 | 537 | 77 |
| College Degree | 398 | 82 | 135 | 80 |
| Some Graduate Work | 110 | 82 | 46 | 79 |
| Graduate Degree | 68 | 66% | 23 | 64% |
| Job Category (N=5124) | | | | |
| Service | 95 | 66% | 177 | 60% |
| Operative | 276 | 68 | 119 | 60 |
| Craft | 366 | 65 | 72 | 62 |
| Office/Clerical | 88 | 85 | 898 | 78 |
| Sales | 203 | 77 | 125 | 67 |
| Technicians | 180 | 83 | 105 | 75 |
| Professionals | 242 | 80 | 123 | 71 |
| Managers | 522 | 72% | 104 | 64% |
| Marital Status (N=5428) | | | | |
| Never Married | 311 | 83% | 430 | 82% |
| Presently Married | 1,661 | 71 | 1,125 | 69 |
| Widowed, Separated, or Divorced | 94 | 69% | 262 | 65% |

NOTE: Percentages are row percentages of those persons with positive aspirations; i.e., those showing an increase from (a) a position on a ladder depicting their current position and (b) a position on a ladder showing the position they want to be in 5 years from now. For example, 87 percent of all men under 25 years of age desired to move up from their present position.

percent of the men and 51 percent of the women with less than a high school education aspired to higher level positions, 79 percent of the men and almost 77 percent of the women with some college education aspired to higher positions. The aspirations of both men and women with either some college education, a college degree, or some graduate work differed only slightly. The proportion of respondents with a graduate degree desiring higher level positions dropped substantially from the previous three educational level groupings.

The hierarchial aspirations of men and women by job category and marital status are also shown in Table V-10. There appears to be some relationship between the type of work respondents performed and their hierarchial aspirations. Generally, the proportion of both men and women who desired higher level positions was lower for blue collar workers than for white collar workers. Although higher proportions of men than women aspired to higher level positions in every job category, this difference between male and female respondents did not vary greatly in any job category. Thus, it can be concluded that people in white collar positions may have higher hierarchial aspirations than people in blue collar positions.

As shown in Table V-10, both men and women had similar aspirations when grouped by marital status. A substantial proportion of both male and female respondents who had never married aspired to higher level positions. The proportion of respondents with aspirations for promotions declined sharply after they were married. There appears to be little difference in the hierarchial aspirations of persons who were presently married and those who were widowed, separated or divorced. Age may have been a factor, however, since 61 percent of the men and 63 percent of the women who had never married were under 25 years of age.

Table V-11 shows the proportion of men and women who aspired to higher levels in the organization by number of children living in the home and non-economic reasons for working. The proportion of men and women with hierarchial aspirations slightly

## TABLE V-11

## MEN AND WOMEN ASPIRING TO HIGHER POSITIONS IN THE ORGANIZATIONAL HIERARCHY BY NUMBER OF CHILDREN, NONECONOMIC REASON FOR WORKING, INCOME, ECONOMIC REASON FOR WORKING, AND NUMBER OF DEPENDENTS

| | MALE | | FEMALE | |
|---|---|---|---|---|
| CHARACTERISTIC | Number | Percent | Number | Percent |
| Number of Children (N=5411) | | | | |
| 0 | 1,075 | 69% | 1,241 | 69% |
| 1 | 391 | 75 | 290 | 74 |
| 2 | 378 | 79 | 189 | 78 |
| 3 | 151 | 79 | 57 | 79 |
| 4 or More | 73 | 72% | 44 | 65% |
| Noneconomic Reason for Working (N=5078) | | | | |
| None | 207 | 66% | 145 | 63% |
| Enjoy Work | 607 | 70 | 550 | 67 |
| Furthers Career | 371 | 88 | 162 | 94 |
| Dedicated to Field | 84 | 64 | 30 | 61 |
| Occupies Time | 86 | 74 | 128 | 64 |
| Creates New Outside Interests | 40 | 74 | 102 | 83 |
| Allows Luxuries | 283 | 76% | 354 | 69% |
| Income (N=5404) | | | | |
| Under $5,000 | 83 | 80% | 434 | 69% |
| $ 5,000-$ 7,499 | 207 | 78 | 706 | 73 |
| $ 7,500-$ 9,999 | 365 | 76 | 373 | 69 |
| $10,000-$12,499 | 477 | 75 | 187 | 71 |
| $12,500-$14,999 | 377 | 71 | 68 | 68 |
| $15,000-$17,499 | 231 | 67 | 23 | 72 |
| $17,499-$19,999 | 144 | 70 | 8 | 53 |
| $20,000 and Over | 174 | 60% | 5 | 71% |
| Economic Reason for Working (N=5344) | | | | |
| Support Self Only | 308 | 81% | 470 | 75% |
| Primary Support of Self and Others | 1,660 | 71 | 389 | 73 |
| Supplemental Support of Self and Others | 88 | 69% | 918 | 69% |
| Number of Dependents (N=5362) | | | | |
| 0 | 296 | 80% | 800 | 68% |
| 1 | 397 | 66 | 420 | 75 |
| 2 | 405 | 75 | 251 | 72 |
| 3 | 463 | 73 | 172 | 79 |
| 4 or More | 491 | 72% | 145 | 66% |

NOTE: Percentages are row percentages of those persons with positive aspirations; i.e., those showing an increase from (a) a position on a ladder depicting their current position and (b) a position on a ladder showing the position they want to be in 5 years from now. For example, 69 percent of all men with no children desired to move up from their present position.

increased as the number of children residing in the home increased; the proportion declined when four or more children were residing in the home. Again, this may have been a factor of age. Respondents with two or three children living in the home had the highest proportion of respondents aspiring to higher level positions and at least 60 percent of this group was under 35 years of age.

As shown in Table V-11, the highest proportions of both men and women with aspirations for higher level positions were those whose primary noneconomic reason for working was to further their career. Almost 88 percent of the men and 94 percent of the women who were working to further their career aspired to higher organizational levels. The lowest proportions of both male and female respondents, 64 percent and 61 percent respectively, who aspired to higher level positions were those who were dedicated to their field. Only in two categories did the proportions of men and women show divergent trends. Of those respondents who were working to occupy their time, 74 percent of the men and 64 percent of the women aspired to higher positions. Of those respondents who were working as an outside interest, 74 percent of the men and 83 percent of the women aspired to higher level positions. Thus, it appears that women who were working to develop new outside interests and both men and women who were working to further their career had the highest hierarchial aspirations. Respondents whose main noneconomic reason for working was a dedication to their field had the lowest hierarchial aspirations. It should be noted, however, that more than 60 percent of the respondents in each category of noneconomic reason for working aspired to higher level positions.

Dissimilar Hierarchial Aspirations. Classifying respondent's hierarchial aspirations by other demographic variables produced divergent trends between male and female respondents. Thus, in contrast to the parallel effect discussed above, the effect of some variables on respondents' aspirations produced non-parallel or divergent trends. Classifying respondents by their total number of dependents, economic reason for working, and income had different and sometimes opposite effects on the hierarchial aspirations of men and women. The proportion of men and women who aspired to higher levels in the organizational hierarchy by income, economic reason for working and number of dependents is shown in Table V-11.

As shown in Table V-11, the proportion of men aspiring to higher level positions declined as income increased; 80 percent of the men who earned under $5,000 and 60 percent who earned over $20,000 aspired to higher level positions. The inverse relationship between income and hierarchial aspirations for men may partially be explained by the relationship between age and income for men. As men grow older, they are more likely to have higher incomes. For example, 75 percent of the men who earned under $5,000 a year were under 35 years of age, while 80 percent of the men who earned $20,000 a year or more were over 35 years of age.

In contrast, the proportion of women with aspirations to higher level positions remained fairly constant throughout all income levels, differing by no more than 4 percentage points. The only exception occurred at the income level $17,500 to $19,999 where only 53 percent of the women aspired to higher level positions. This may be attributed to sampling error resulting from the small number of women responding in the category (i.e., only 15 women earned this amount). This contrast in the relationship of income to hierarchial aspirations between men and women may be explained by the fact that age and income were not related for women as they were for men. Women of all ages were fairly equally distributed in each income category; i.e., in each income level at least 40 percent of the women were over 35 years of age.

As shown in Table V-11, the highest proportion of respondents with aspirations to higher level positions were males who supported only themselves. Eighty-one percent of the male respondents and 75 percent of the female respondents whose main financial reason for working was to support only themselves aspired to higher level positions. The proportions of both male and female respondents who desired to advance within the organization were highest for those supporting only themselves and lowest for those providing supplemental support of themselves and others.

A respondent's number of dependents appeared to have differing effects for men and women, as shown in Table V-11. The highest proportion of men aspiring to higher level positions were those with no dependents while the highest proportion of women aspiring to higher level positions were those with three dependents. In the category of no dependents and four or more dependents, a substantially higher proportion of men aspired to higher level positions than women in the same categories. A higher proportion of women than men with one dependent aspired to higher level positions.

Hierarchial Aspirations by Non-Personal Characteristics. Aspirations by geographic area, community size, employer size and type of industry are discussed separately. These non-personal variables are considered distinct from the personal demographics above and are presented in Table V-12.

Of the five geographic areas shown in Table V-12, the greatest proportions of men and women aspiring to higher levels were in Central Iowa, with 77 percent and 79 percent, respectively. For most geographic areas, the proportions of men and women aspiring to higher levels were very similar; only in Northwest Iowa was there a substantial difference between the responses of men and women. Seventy-five percent of the men and only 62 percent of the women in Northwest Iowa aspired to higher level positions.

Employee aspirations by community size showed little difference between men and women except in communities with populations of 2,500 to 10,000. As shown in Table V-12, 73 percent of both men and women aspired to higher level positions in communities of over 10,000 in population. However, in communities of 2,500 to 10,000 in population, 70 percent of the men while only 58 percent of the women aspired to higher level positions.

132

## TABLE V-12

## MEN AND WOMEN ASPIRING TO HIGHER POSITIONS IN THE ORGANIZATIONAL HIERARCHY BY GEOGRAPHIC AREA, SIZE OF COMMUNITY, SIZE OF FIRM, AND TYPE OF INDUSTRY

N=5541

| CHARACTERISTIC | MALE |  | FEMALE |  |
|---|---|---|---|---|
|  | Number | Percent | Number | Percent |
| Geographic Area in Iowa |  |  |  |  |
| Central | 507 | 77% | 418 | 79% |
| Southwest | 155 | 63 | 131 | 68 |
| Northwest | 326 | 75 | 260 | 62 |
| Northeast | 531 | 70 | 470 | 69 |
| Southeast | 549 | 72% | 542 | 73% |
| Community Size by Population |  |  |  |  |
| Under 2,500 | 64 | 65% | 108 | 68% |
| 2,500-10,000 | 300 | 70 | 220 | 58 |
| Over 10,000 | 1,704 | 73% | 1,493 | 73% |
| Firm Size by Number of Employees |  |  |  |  |
| 1- 49 | 223 | 72% | 127 | 67% |
| 50- 99 | 243 | 71 | 161 | 61 |
| 100-249 | 535 | 65 | 534 | 65 |
| 250-499 | 488 | 78 | 443 | 75 |
| 500 and Over | 578 | 77% | 556 | 78% |
| Type of Industry |  |  |  |  |
| Agriculture, Construction | 50 | 66% | 29 | 76% |
| Manufacturing | 880 | 72 | 695 | 70 |
| Transportation, Utilities | 278 | 66 | 204 | 74 |
| Wholesale and Retail Trade | 430 | 76 | 240 | 61 |
| Finance, Insurance | 242 | 79 | 312 | 87 |
| Service | 188 | 70% | 341 | 66% |

NOTE: Percentages are row percentages of those persons with positive aspirations; i.e., those showing an increase from (a) a position on a ladder depicting their current position and (b) a position on a ladder showing the position they want to be in 5 years from now. For example, 77 percent of all men from Central Iowa desired to move up from their present position.

The highest proportions of both men and women aspiring to higher organizational levels by employer size were employed in firms with 250 employees or more. In no employer size category did men and women differ greatly in their aspirations, except in organizations with 50-99 employees; 61 percent of the women and 71 percent of the men aspired to higher level positions.

Employee aspirations by industry, presented in Table V-12, showed that men and women in the finance and insurance industries had the highest proportion of respondents aspiring to higher level positions (79 percent of the men, 87 percent of the women). Percentages of men and women desiring higher level positions were similar only in service and manufacturing industries. In all other industries, the percentages of men and women differ by at least 8 percentage points. The proportion of women with aspirations to higher level positions was greater than the proportion of men in the agriculture and construction, transportation and utilities, and finance and insurance industries and less than men's in wholesale and retail trade.

## Occupational Aspirations

Occupational aspirations were determined from analysis of responses to a question which asked respondents to place themselves in one of eight occupational categories that best described: (a) their current job, (b) the job they would like to be in now, and (c) the job they would like to be in ultimately. The job they would like to be in ultimately, (c), was considered a reflection of occupational aspirations. For example, if 22 percent of the women and 51 percent of the men ultimately aspired to be in managerial jobs, the conclusion could be drawn that men, more than women, aspired to managerial positions.

Table V-13 shows the respondents' present jobs and the jobs they would like to be in ultimately by sex and occupation. Two patterns are clearly evident. First, if personal choice was met in all placements, few occupational categories would be adequately staffed. Only in the categories of service workers and technicians did

## TABLE V-13

## PRESENT AND ULTIMATELY DESIRED JOB CATEGORY OF MEN AND WOMEN STATE-WIDE

N=5131

| | MALE | | FEMALE | | TOTAL | |
|---|---|---|---|---|---|---|
| JOB CATEGORY | P[1] | U[2] | P[1] | U[2] | P[1] | U[2] |
| Service | | | | | | |
| Number | 139 | 50 | 281 | 137 | 420 | 187 |
| Percent | 5% | 2% | 12% | 6% | 8% | 4% |
| Operative | | | | | | |
| Number | 403 | 161 | 191 | 69 | 594 | 230 |
| Percent | 15% | 6% | 8% | 3% | 12% | 5% |
| Craft | | | | | | |
| Number | 557 | 424 | 112 | 85 | 669 | 509 |
| Percent | 21% | 16% | 5% | 4% | 13% | 10% |
| Office/Clerical | | | | | | |
| Number | 104 | 33 | 1,166 | 671 | 1,270 | 704 |
| Percent | 4% | 1% | 46% | 28% | 25% | 14% |
| Sales | | | | | | |
| Number | 265 | 132 | 191 | 129 | 456 | 261 |
| Percent | 10% | 5% | 8% | 5% | 9% | 5% |
| Technicians | | | | | | |
| Number | 210 | 146 | 145 | 240 | 355 | 386 |
| Percent | 8% | 5% | 6% | 10% | 7% | 8% |
| Professionals | | | | | | |
| Number | 307 | 372 | 176 | 565 | 483 | 937 |
| Percent | 11% | 14% | 7% | 23% | 9% | 18% |
| Managers | | | | | | |
| Number | 723 | 1,390 | 161 | 527 | 884 | 1,917 |
| Percent | 27% | 51% | 7% | 22% | 17% | 37% |

[1] P designates occupational category presently held.

[2] U designates occupational category ultimately desired.

NOTE: Percentages are column percentages. For example, 5 percent of all male respondents were service workers, while 2 percent of all male respondents ultimately desired to be service workers.

the number of people desiring jobs closely match the number of jobs currently held. In some job categories like professional and managerial, there were twice as many people ultimately desiring these jobs than there were persons currently in those jobs. In other occupations like operative, office/clerical, and sales, there were twice as many jobs than people desiring such occupations. Thus, it can be concluded from this study that employers would be unable to satisfy all individual occupational aspirations.

The second pattern suggests that men and women do have different occupational preferences. Since the sample of both men and women was completely random, it would be expected that both men and women would prefer job categories in equal proportions if there was no difference between the occupational choices of men and women. This occurred in only one instance; 5 percent of both male and female respondents ultimately desired sales positions. Occupational aspirations differed slightly for men and women in three other types of jobs. Two percent of the men and 6 percent of the women aspired to service positions; 6 percent of the men and 3 percent of the women aspired to operative positions. Only about 5 percent of the men and 10 percent of the women aspired to technical jobs.

The most significant differences between male and female occupational aspirations came in craft, office/clerical, professional, and managerial occupations. Substantially more women than men aspired to office/clerical and professional jobs. Twenty-eight percent of the women and only 1 percent of the men ultimately aspired to be in office/clerical positions while 23 percent of the women and 14 percent of the men aspired to professional positions. Substantially fewer women than men aspired to craft and managerial positions. Only 4 percent of the women and 16 percent of the men aspired to craft jobs and 22 percent of the women and 51 percent of the men aspired to managerial jobs. Thus, it appears that the occupational preferences of women may be significantly different from those of men.

Table V-14 shows the percentage of respondents who were presently in the job they ultimately desired. This table indicates the percentage of both male and female respondents who did not desire a change from their present occupation. About equal proportions of both men and women, 54 and 50 percent respectively, desired to remain in their present occupations. It appears, however, that in five of the eight occupational categories, higher percentages of women than men were satisfied with their current occupation. Twenty-five percentage points more women than men in professional and office/clerical positions, and 23 percentage points more women than men in service positions desired to ultimately stay in their present occupation. It is interesting to note that only slightly fewer women than men wanted to remain in operative, craft and managerial positions.

When this aspirational information is coupled with the information on underutilization presented in the previous chapter, some interesting findings become apparent. Women were somewhat underutilized in operative and technical positions and substantially underutilized in craft and managerial positions. As shown in Table V-14, however, in both operative and craft positions, a lower proportion of women than men who were presently in these positions wanted to ultimately remain in those occupations. Additionally, fewer women aspired to those positions than were currently in these positions, as shown in Table V-13. The lack of aspirations by women to enter or remain in operative and craft positions may make it difficult for an employer to obtain full utilization of women in these job categories.

It should be easier, however, for an employer to obtain full utilization of women in technical positions. Women were only slightly underutilized in technical positions (i.e., 33 percent present utilization in contrast to 34 percent full utilization) and almost twice as many women wanted technical positions than were currently in technical positions. In addition, the proportion of women desiring to remain in technical positions was much higher than the proportion of men. Although

## TABLE V-14

## MEN AND WOMEN ULTIMATELY DESIRING THEIR PRESENT JOB CATEGORY STATE-WIDE

N=5131

| JOB CATEGORY | MALE |  | FEMALE |  |
|---|---|---|---|---|
|  | Number | Percent | Number | Percent |
| Service | 46 | 33% | 127 | 46% |
| Operative | 139 | 35 | 57 | 30 |
| Craft | 299 | 54 | 53 | 47 |
| Office/Clerical | 24 | 23 | 555 | 48 |
| Sales | 94 | 36 | 84 | 44 |
| Technicians | 61 | 29 | 75 | 52 |
| Professionals | 124 | 40 | 115 | 65 |
| Managers | 667 | 92 | 142 | 88 |
| Total | 1,454 | 54% | 1,208 | 50% |

NOTE: Percentages are percentages of men and women who ultimately want to stay in their current job category. For example, 33 percent of all male service workers ultimately desired to be service workers.

## TABLE V-15

## PRESENT AND ULTIMATELY DESIRED JOB CATEGORY BY SEX AND TYPE OF INDUSTRY

N=4739

| | PERCENTAGE OF RESPONDENTS | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | AGRICULTURE, CONSTRUCTION | | MANUFACTURING | | TRANSPORTATION, UTILITIES | | WHOLESALE AND RETAIL TRADE | | FINANCE, INSURANCE | | SERVICE | |
| JOB CATEGORY | $P^1$ | $U^2$ | $P^1$ | $U^2$ | $P^1$ | $U^2$ | $P^1$ | $U^2$ | $P^1$ | $U^2$ | $P^1$ | $U^2$ |
| Service | | | | | | | | | | | | |
| Male | 3% | 3% | 5% | 1% | 2% | .2% | 5% | 2 % | 1 % | 1% | 19 % | 9 % |
| Female | 0 | 0 | 7 | 3 | 2 | 1 | 8 | 4 | 1 | 1 | 35 | 18 |
| Operative | | | | | | | | | | | | |
| Male | 21 | 11 | 21 | 7 | 18 | 10 | 11 | 4 | 2 | 1 | 4 | 3 |
| Female | 0 | 0 | 19 | 7 | 4 | 1 | 1 | .5 | 1 | 1 | .4 | .2 |
| Craft | | | | | | | | | | | | |
| Male | 14 | 16 | 28 | 23 | 30 | 16 | 14 | 11 | 2 | 2 | 9 | 6 |
| Female | 0 | 0 | 9 | 6 | 5 | 3 | 5 | 5 | .3 | 1 | .6 | 1 |
| Office/ Clerical | | | | | | | | | | | | |
| Male | 0 | 0 | 2 | 1 | 10 | 3 | 2 | 1 | 6 | 2 | 3 | 1 |
| Female | 87 | 40 | 49 | 32 | 63 | 26 | 33 | 26 | 80 | 33 | 25 | 18 |
| Sales | | | | | | | | | | | | |
| Male | 1 | 4 | 3 | 3 | 5 | 2 | 29 | 11 | 16 | 10 | 2 | 2 |
| Female | 0 | 8 | 1 | 3 | 4 | 1 | 38 | 20 | 7 | 4 | 1 | 2 |
| Technicians | | | | | | | | | | | | |
| Male | 4 | 1 | 8 | 6 | 6 | 8 | 6 | 4 | 11 | 4 | 10 | 6 |
| Female | 5 | 5 | 7 | 12 | 2 | 7 | 2 | 8 | 3 | 8 | 12 | 11 |
| Professionals | | | | | | | | | | | | |
| Male | 18 | 11 | 10 | 14 | 7 | 11 | 5 | 12 | 24 | 14 | 20 | 23 |
| Female | 5 | 18 | 5 | 20 | 3 | 16 | 4 | 15 | 3 | 28 | 20 | 36 |
| Managers | | | | | | | | | | | | |
| Male | 38 | 54 | 23 | 45 | 23 | 50 | 28 | 56 | 36 | 67 | 34 | 50 |
| Female | 3% | 29% | 3% | 18% | 19% | 45 % | 9% | 22 % | 6 % | 24% | 6 % | 14 % |
| N= | 109 | | 2008 | | 542 | | 670 | | 658 | | 752 | |

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[1] P designates occupational category presently held.

[2] U designates occupational category ultimately desired.

NOTE: Percentages are column percentages. For example, 3 percent of all male respondents from agriculture and construction industries were service workers, while 3 percent ultimately desired to be service workers.

## TABLE V-16

## PRESENT AND ULTIMATELY DESIRED JOB CATEGORY BY SEX AND SIZE OF FIRM

| | PERCENTAGE OF RESPONDENTS | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | 1-49 | | 50-99 | | 100-249 | | 250-499 | | 500 and Over | |
| JOB CATEGORY | P[1] | U[2] | P[1] | U[2] | P[1] | U[2] | P[1] | U[2] | P[1] | U[2] |
| Service | | | | | | | | | | |
| Male | 4% | 2% | 3% | 1% | 7% | 3% | 5% | 2% | 5% | 1% |
| Female | 19 | 8 | 22 | 11 | 13 | 7 | 7 | 3 | 8 | 4 |
| Operative | | | | | | | | | | |
| Male | 5 | 4 | 20 | 9 | 18 | 8 | 13 | 3 | 14 | 6 |
| Female | 1 | 1 | 4 | 0 | 8 | 3 | 7 | 3 | 13 | 5 |
| Craft | | | | | | | | | | |
| Male | 15 | 11 | 13 | 11 | 23 | 18 | 20 | 15 | 24 | 18 |
| Female | 2 | 1 | 4 | 4 | 4 | 4 | 7 | 4 | 4 | 4 |
| Office/Clerical | | | | | | | | | | |
| Male | 2 | 2 | 3 | 1 | 3 | 1 | 3 | 1 | 7 | 1 |
| Female | 38 | 29 | 37 | 24 | 51 | 26 | 51 | 28 | 50 | 30 |
| Sales | | | | | | | | | | |
| Male | 36 | 17 | 18 | 6 | 7 | 4 | 5 | 3 | 3 | 2 |
| Female | 26 | 16 | 17 | 10 | 7 | 5 | 7 | 5 | 1 | 1 |
| Technicians | | | | | | | | | | |
| Male | 5 | 3 | 7 | 5 | 5 | 5 | 7 | 4 | 12 | 9 |
| Female | 3 | 7 | 4 | 8 | 5 | 9 | 6 | 10 | 9 | 11 |
| Professionals | | | | | | | | | | |
| Male | 5 | 8 | 5 | 15 | 11 | 12 | 14 | 16 | 15 | 16 |
| Female | 4 | 18 | 6 | 21 | 5 | 24 | 8 | 27 | 10 | 23 |
| Managers | | | | | | | | | | |
| Male | 27 | 55 | 30 | 52 | 26 | 50 | 33 | 56 | 21 | 47 |
| Female | 7% | 21% | 7% | 23% | 7% | 22% | 7% | 21% | 6% | 22% |
| N= | 476 | | 572 | | 1,564 | | 1,142 | | 1,376 | |

[1] P designates occupational category presently held.

[2] U designates occupational category ultimately desired.

NOTE: Percentages are column percentages by sex. For example, 4 percent of all male respondents from firms of 1-49 employees were service workers while 2 percent ultimately desired to be service workers.

a lower proportion of women than men who were presently in managerial positions desired to remain in those positions, over three times more women desired managerial jobs than were currently in managerial jobs. Therefore, employers should be able to make substantial gains in increasing their utilization of women in managerial jobs. However, it should be recognized that there will be much competition for managerial jobs because 1,390 men and 527 women aspired to the 884 managerial jobs shown in Table V-13.

The occupational aspirations of men and women by job category and industry are shown in Table V-15. The differences in occupational aspirations between industries can generally be attributed to the differing occupational compositions within industries. For example, in the service sector, where 35 percent of the women were employed as service workers, 18 percent of the women ultimately aspired to these positions, in comparison to the total sample where only 12 percent were employed as service workers and 6 percent ultimately aspired to these positions. Thus, it is not surprising to have found a higher proportion of women in wholesale and retail trade ultimately aspiring to sales positions and in manufacturing a higher proportion aspiring to crafts positions than was found in other industries.

This particular finding is one of great importance. It appears that as the proportion of female respondents presently in a job category increases, the proportion aspiring to that category also increases. A notable example is managerial positions in the transportation and utilities industry. Nineteen percent of the women in this industry were employed in managerial positions, as compared to 6 percent of the total sample and 45 percent of the women in this industry ultimately aspired to managerial positions, as compared to only 22 percent of the total female sample. Thus, it appears if women are placed in non-traditional jobs, more women will aspire to these positions and employers may find it easier to recruit women for these non-traditional jobs.

As shown in Table V-16, employer size had very little effect on occupational aspirations. Again, differences in ultimate occupational choice are the result of differing present occupational composition. For example, in small organizations of 49 employees, usually retail outlets, a larger proportion of employees presently hold and ultimately wish to be in sales than the total sample of respondents.

Table V-17 shows that the occupational aspirations of women are fairly similar when classified by job category and geographic area, with a few possible exceptions. In Southwest Iowa, a much lower proportion of women aspired to professional positions and in Northwest Iowa a much lower proportion aspired to managerial positions than in the other geographic areas. A much higher proportion of women in Central Iowa aspired to managerial positions than in the other geographic areas.

The relatively high proportion of women that aspired to managerial positions in Central Iowa may be partially explained by the location of Des Moines, the largest urban center in the state, within this area. More women may aspire to managerial positions because they perceive greater opportunities for promotion into those positions in urban areas. There is no apparent reason for women's lower aspirations to professional positions in Southwest Iowa or to managerial positions in Northwest Iowa, as the percentage of women presently in these job categories varies only slightly from the state-wide sample. However, it might be noted that the hierarchial aspirations of women in Northwest Iowa were exceptionally low and the job satisfaction of women in Southwest Iowa was exceptionally high.

It seems that the size of the community where respondents worked may have influenced the aspirations of men and women for three types of jobs. As indicated in Table V-18, as community size increased, aspirations for managerial positions increased. In communities of less than 2,500 in population, 8 percent of the women aspired to managerial positions; in communities of 2,500 to 10,000 in population, 15 percent of the women aspired to managerial positions; and in communities over

## TABLE V-17
## PRESENT AND ULTIMATELY DESIRED JOB CATEGORY BY SEX AND GEOGRAPHIC AREA

| | PERCENTAGE OF RESPONDENTS | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | CENTRAL IOWA | | SOUTHWEST IOWA | | NORTHWEST IOWA | | NORTHEAST IOWA | | SOUTHEAST IOWA | |
| JOB CATEGORY | $P^1$ | $U^2$ | $P^1$ | $U^2$ | $P^1$ | $U^2$ | $P^1$ | $U^2$ | $P^1$ | $U^2$ |
| Service | | | | | | | | | | |
| Male | 6% | 3% | 9% | 2% | 7% | 2% | 4% | 2% | 3% | 1% |
| Female | 9 | 5 | 16 | 6 | 15 | 7 | 10 | 5 | 12 | 5 |
| Operative | | | | | | | | | | |
| Male | 12 | 6 | 16 | 4 | 21 | 7 | 13 | 6 | 16 | 6 |
| Female | 1 | 4 | 17 | 5 | 10 | 4 | 4 | 2 | 13 | 4 |
| Craft | | | | | | | | | | |
| Male | 11 | 8 | 24 | 2 | 23 | 18 | 23 | 18 | 25 | 18 |
| Female | 3 | 2 | 1 | 2 | 10 | 6 | 4 | 3 | 4 | 4 |
| Office/ Clerical | | | | | | | | | | |
| Male | 6 | 1 | 3 | 4 | 3 | 1 | 4 | 1 | 2 | 1 |
| Female | 55 | 28 | 35 | 32 | 39 | 27 | 53 | 28 | 48 | 26 |
| Sales | | | | | | | | | | |
| Male | 14 | 6 | 10 | 5 | 4 | 4 | 11 | 6 | 8 | 3 |
| Female | 8 | 5 | 15 | 6 | 7 | 5 | 11 | 6 | 6 | 5 |
| Technicians | | | | | | | | | | |
| Male | 10 | 5 | 7 | 5 | 7 | 6 | 6 | 4 | 8 | 6 |
| Female | 7 | 7 | 13 | 14 | 6 | 12 | 5 | 9 | 5 | 11 |
| Professionals | | | | | | | | | | |
| Male | 14 | 15 | 7 | 13 | 10 | 15 | 11 | 12 | 11 | 13 |
| Female | 9 | 24 | 9 | 17 | 9 | 26 | 7 | 24 | 5 | 23 |
| Managers | | | | | | | | | | |
| Male | 28 | 56 | 24 | 47 | 26 | 47 | 28 | 51 | 27 | 51 |
| Female | 9% | 28% | 5% | 20% | 5% | 14% | 7% | 23% | 7% | 21% |
| N= | 1137 | | 400 | | 818 | | 1367 | | 1409 | |

[1] P designates occupational category presently held.

[2] U designates occupational category ultimately desired.

NOTE: Percentages are column percentages by sex. For example, 6 percent of all male respondents from Central Iowa were service workers, while 3 percent ultimately desired to be service workers.

## TABLE V-18

## PRESENT AND ULTIMATEMLY DESIRED JOB CATEGORY BY SEX AND SIZE OF COMMUNITY IN POPULATION

| | PERCENTAGE OF RESPONDENTS | | | | | |
|---|---|---|---|---|---|---|
| | UNDER 2,500 | | 2,500-10,000 | | OVER 10,000 | |
| JOB CATEGORY | P[1] | U[2] | P[1] | U[2] | P[1] | U[2] |
| Service | | | | | | |
| Male | 6% | 0% | 8% | 3% | 5% | 2% |
| Female | 12 | 5 | 26 | 11 | 9 | 5 |
| Operative | | | | | | |
| Male | 30 | 11 | 18 | 6 | 14 | 6 |
| Female | 27 | 7 | 9 | 3 | 6 | 3 |
| Craft | | | | | | |
| Male | 28 | 27 | 20 | 15 | 20 | 15 |
| Female | 19 | 10 | 4 | 1 | 4 | 4 |
| Office/Clerical | | | | | | |
| Male | 2 | 3 | 2 | 1 | 4 | 1 |
| Female | 30 | 30 | 37 | 30 | 51 | 27 |
| Sales | | | | | | |
| Male | 7 | 6 | 13 | 4 | 9 | 5 |
| Female | 4 | 8 | 5 | 5 | 9 | 5 |
| Technicians | | | | | | |
| Male | 3 | 1 | 5 | 4 | 8 | 6 |
| Female | 4 | 12 | 8 | 10 | 6 | 10 |
| Professionals | | | | | | |
| Male | 5 | 16 | 9 | 14 | 12 | 14 |
| Female | 0 | 22 | 7 | 24 | 8 | 23 |
| Managers | | | | | | |
| Male | 19 | 35 | 27 | 52 | 27 | 52 |
| Female | 4% | 8% | 4% | 15% | 7% | 24% |
| N= | 218 | | 745 | | 4168 | |

[1] P designates occupational category presently held.

[2] U designates occupational category ultimately desired.

NOTE: Percentages are column percentages by sex. For example, 6 percent of male respondents from communities under 2,500 in population were service workers, while 0 percent ultimately desired to be service workers.

10,000 in population, 24 percent of the women aspired to managerial positions. In addition, only 35 percent of the men in communities under 2,500 in population aspired to managerial positions as compared to 52 percent of the men in larger communities.

A higher proportion of both men and women aspired to crafts and operatives positions in communities of under 2,500 in population than in larger communities. Eleven percent of the men ultimately aspired to operative positions and 27 percent to craft positions in small communities as compared to only 6 percent and 15 percent respectively in large communities. In communities under 2,500 in population, 7 percent of the women aspired to operative positions and 10 percent aspired to craft positions as compared to 4 percent or less in larger communities. Thus, it appears that a higher proportion of both men and women aspired to managerial positions in larger communities and a higher proportion of both men and women aspired to operative and craft positions in smaller communities.

## Summary

Although many factors were shown to effect the hierarchial aspirations of men and women, it appears that age was the most important factor. The highest percentages of respondents aspiring within the divisions of number of children, marital status, education and income were the groups which included the greatest percentages of respondents under 35 years of age. Younger respondents with a full work life ahead of them had greater desire to move up in the organizational hierarchy than did older respondents. In contrast, older respondents may have realistically perceived lesser possibilities of advancement.

Of the entire sample of 5,441 respondents, it is important to note that 2,068 or 72 percent of the men and 1,821 or 71 percent of the women had aspirations to move up in their organizations. This suggests that Iowans generally are motivated toward organizational advancement. It should also be noted that women, as much as men, desired upward movement within the organizations.

Clearly, occupational aspirations for men and women differ. The majority of the men ultimately aspired to managerial positions; 51 percent of the 2,708 male respondents selected this category as their ultimate occupational choice. In contrast, 22 percent of the women aspired to managerial positions. Of the 2,423 women responding, 28 percent aspired to office/clerical positions, and 23 percent aspired to professional positions.

Although 1,390 men ultimately aspired to managerial positions, only 884 persons currently held managerial positions. Only 671 women ultimately aspired to office/clerical positions, but 1,270 persons currently held these jobs. Thus, there were actually fewer women wanting to be office/clerical workers than there were people in these jobs and there were more men aspiring to managerial positions than there were positions.

The majority of men in the sample appear to have a single career goal, to become managers. The majority of women in the sample do not have a single career goal; however, they do show a tendency to aspire to the more responsible, and higher skilled positions. For example, only 6 percent of the women held technical jobs, while 10 percent ultimately aspired to that occupation; 23 percent of the women wanted professional positions, while only 7 percent worked as professionals; and 22 percent of the women ultimately aspired to managerial positions, while only 7 percent held these jobs. Thus, although women have more diverse goals than men, the majority aspired to the more responsible and higher skilled jobs.

As mentioned previously, it appears that as women fill non-traditional jobs more women will ultimately aspire to these jobs. As role models become more visible, more women may choose non-traditional occupations. When women enter previously male stereotyped jobs and once equality of employment opportunity is achieved, employers should find an increasing number of women aspiring to these types of jobs.

## JOB SATISFACTION

Job satisfaction is defined as the feelings employees have about the different dimensions of their jobs. There appear to be five dimensions or aspects of the job which exert major influence on job satisfaction. These are: (1) the nature of the work, (2) the nature of employee remuneration, (3) the opportunities for promotion, (4) the type of supervision received, and (5) the attributes of the employees' co-wokers. All of these dimensions of the job may be sources of satisfaction or dissatisfaction. Employee expectations, previous experience, and the other available alternatives strongly influence the employees' frame of reference.[1] Job satisfaction is the perceived characteristics of the job in relation to this frame of reference.

The Job Description Index (JDI) developed by Smith and associates was used to ascertain employees' feelings toward their jobs.[2] The JDI is one of the most thoroughly researched and validated instruments available. The JDI uses a unique approach in determining job satisfaction.[3] For each major dimension of the job (i.e., present work, opportunities for promotion, supervision, co-workers, and pay), a list of words or phrases was included for employees to indicate whether or not each word or phrase was applicable to their particular situation. For example, if the word or phrase applied, employees were asked to write "Y" for yes beside the word. If the word did not apply, employees were instructed to write "N" for no. If they could not decide, they were asked to so indicate with a question mark "?".

In presenting the data from this study, only employee satisfaction will be discussed. It was felt that a discussion of both employee satisfaction and dissatisfaction would be redundant since dissatisfaction is merely the inverse of satisfaction. (See Appendix J for complete reporting of JDI data).

The determination of a cutoff score between satisfaction and dissatisfaction required a subjective decision. The total possible score for each job dimension (i.e., present work, opportunities for promotion, supervision, co-workers, and pay) was divided into thirds. The top third of the total possible score was labeled "highly satisfied", the middle "satisfied", and the bottom third "dissatisfied". For example, employees indicating enough positive responses to score in the top third of the total possible score in any of the five job dimensions were considered to be "highly satisfied" with that job dimension. Employees with a score that placed them in the middle third of the total possible score in any job dimension were considered to be "satisfied" with that dimension of the job. Employees whose score placed them in the lower third of the total possible score were considered to be "dissatisfied" with that job dimension. Thus, for the purposes of this study, employees were considered to be satisfied with a job dimension if at least two-thirds of their responses were positive for that job dimension.

When analyzing job satisfaction data, it is often more useful to discern differences and trends than absolute amounts. For example, the exact interpretation of the fact that only 42 percent of the female respondents were satisfied with their promotional opportunities is difficult to determine. However, when the fact that only 42 percent of the female respondents, in contrast to over 55 percent of the male respondents were satisfied with their promotional opportunities, a conclusion may be drawn that women were less satisfied than men with this aspect of their job.

## Job Satisfaction State-wide

Table V-19 shows the percentage of respondents state-wide who were satisfied with certain aspects of their jobs. A relatively large proportion of the respondents appear to be satisfied with the work they were performing, the supervision they received, and the people with whom they worked. In addition, the perceptions of men and women toward these three elements of the job differed only slightly. About 83 percent of both men and women were satisfied with their work; 88 percent of the men and 89 percent of the women were satisfied with their supervision; and 89 percent of both men and women were satisfied with their co-workers.

148

## TABLE V-19

## SATISFACTION WITH WORK, PROMOTIONAL OPPORTUNITIES, SUPERVISION, CO-WORKERS, AND PAY STATE-WIDE BY SEX

N=5981

| JOB CHARACTERISTIC | MALE | FEMALE |
|---|---|---|
| Work | 82.6% | 82.9% |
| Promotional Opportunities | 55.4 | 41.5 |
| Supervision | 88.0 | 89.1 |
| Co-workers | 88.9 | 89.1 |
| Pay | 69.7% | 61.3% |

NOTE: Percentages are the percentages of men and women who scored in the top two thirds of the total possible scores for each job characteristic. For example, 83 percent of all male respondents were "satisfied" or "highly satisfied" with their work.

It appears that respondents were less satisfied with both promotional opportunities and pay than with the other dimensions of the job. Also, for promotional opportunities and pay there was a greater difference by sex than for the other job dimensions. Over 55 percent of the men and only 42 percent of the women were satisfied with their promotional opportunities. It is interesting to note that employees in the sample appear to be least satisfied with their promotional opportunities, even lower than their satisfaction with their current pay. Seventy percent of the men and about 61 percent of the women were satisfied with their pay.

In Smith's original study in 1960, norms were developed from data on 638 female and 1,970 male employees of 19 companies in 16 Standard Metropolitan Statistical Areas. The findings revealed that the smallest proportion of respondents indicated satisfaction with promotional opportunities followed by satisfaction with pay. A large proportion of employees were satisfied with work, supervision and co-workers. This general pattern of job satisfaction occurred in this study where the job dimensions with the least satisfaction were promotional opportunities followed by pay. A large proportion of the employees in Iowa appeared to be satisfied with their work, their supervision, and their co-workers.

## Job Satisfaction by Geographic Area and Community Size

Table V-20 shows the job satisfaction of men and women by geographic area and community size. The proportion of men satisfied with their work, supervision, and co-workers was very similar to the proportion of women when viewed by geographic area and community size. This pattern differs only in the Southwest area and in communities under 2,500 in population. A much higher proportion of women than men in Southwest Iowa were satisfied with their work, supervision, and co-workers. This suggests that women in Southwest Iowa were more satisfied than men with their work, supervision, and co-workers and about equally satisfied in other geographic areas.

TABLE V-20

JOB SATISFACTION OF MEN AND WOMEN

BY GEOGRAPHIC AREA, SIZE OF COMMUNITY, TYPE OF INDUSTRY, AND SIZE OF FIRM

N=5981

| | PERCENTAGE OF RESPONDENTS SATISFIED WITH: | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | WORK | | PROMOTIONAL OPPORTUNITIES | | SUPERVISION | | CO-WORKERS | | PAY | |
| CHARACTERISTIC | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Geographic Area | | | | | | | | | | |
| Central | 84% | 86% | 56% | 47% | 91% | 90% | 91% | 90% | 67% | 62% |
| Southwest | 75 | 89 | 50 | 43 | 85 | 94 | 85 | 94 | 60 | 71 |
| Northwest | 81 | 79 | 53 | 38 | 84 | 87 | 87 | 88 | 69 | 60 |
| Northeast | 85 | 84 | 60 | 39 | 88 | 89 | 89 | 89 | 74 | 56 |
| Southeast | 82% | 81% | 53% | 41% | 87% | 89% | 89% | 88% | 70% | 64% |
| Community Size in Population | | | | | | | | | | |
| Under 2,500 | 76% | 73% | 37% | 20% | 78% | 85% | 78% | 87% | 47% | 40% |
| 2,500-10,000 | 77 | 81 | 56 | 38 | 87 | 89 | 87 | 88 | 65 | 64 |
| Over 10,000 | 84% | 84% | 56% | 44% | 89% | 89% | 90% | 89% | 71% | 63% |
| Type of Industry | | | | | | | | | | |
| Agriculture, Construction | 81% | 96% | 58% | 65% | 85% | 93% | 82% | 89% | 72% | 67% |
| Manufacturing | 77 | 76 | 49 | 33 | 85 | 87 | 86 | 86 | 66 | 62 |
| Transportation, Utilities | 87 | 86 | 52 | 58 | 89 | 93 | 90 | 92 | 82 | 84 |
| Wholesale and Retail Trade | 86 | 84 | 67 | 42 | 90 | 88 | 91 | 88 | 72 | 55 |
| Finance, Insurance | 91 | 86 | 67 | 49 | 93 | 90 | 98 | 93 | 67 | 52 |
| Service | 86% | 91% | 51% | 43% | 94% | 91% | 89% | 92% | 61% | 58% |
| Size of Firm | | | | | | | | | | |
| 1- 49 | 88% | 87% | 72% | 52% | 91% | 88% | 88% | 91% | 72% | 63% |
| 50- 99 | 83 | 79 | 61 | 42 | 87 | 87 | 92 | 87 | 80 | 64 |
| 100-249 | 81 | 83 | 52 | 36 | 87 | 88 | 87 | 90 | 65 | 54 |
| 250-499 | 82 | 82 | 54 | 40 | 87 | 90 | 88 | 89 | 62 | 58 |
| 500 and Over | 82% | 83% | 51% | 46% | 89% | 91% | 91% | 88% | 75 | 71% |

NOTE: Percentages are the percentages of men and women who scored in the top two thirds of the total possible scores for each job characteristic. For example, 84 percent of all men from Central Iowa were "satisfied" or "highly satisfied" with their work.

When satisfaction with work, supervision, and co-workers was analyzed by community size, it is apparent that satisfaction of both men and women tended to increase as community size increased. There appears to be minimal differences between male and female satisfaction in these three job elements except in communities under 2,500 in population where a much lower proportion of men were satisfied with supervision and co-workers than women. This suggests that women were more satisfied than men with their supervision and co-workers in communities of under 2,500 in population and about equally satisfied in all other community sizes.

A different pattern appears when satisfaction with promotional opportunities and pay was analyzed. In all geographic areas and community sizes, a lower proportion of women than men were satisfied with pay and promotional opportunities. Again one exception occurs; only in Southwest Iowa was a smaller proportion of men than women satisfied with their pay. Satisfaction with pay and promotional opportunities also appears to be a function of the size of the community. As community size increased, satisfaction with pay and promotional opportunities increased greatly for both sexes. The proportion of respondents who were satisfied with their pay and promotional opportunities increased by about 20 percentage points for both men and women between the smallest and largest community sizes.

### Job Satisfaction by Type of Industry and Employer Size

Job satisfaction of men and women by type of industry and employer size is also shown in Table V-20. There appears to be little difference between the proportion of men and women satisfied with work, supervision and co-workers when analyzed by industry and employer size. The only major difference appears in the agriculture and construction industry where a much larger proportion of women than men were satisfied with work, supervision, and co-workers. This suggests that men and women were about equally satisfied with their work, supervision, and co-workers in all industries and employer sizes, except in agriculture and construction, where women were more satisfied than men. There did not appear to be any relationship between the size of the firm and employees' satisfaction with work, supervision, or co-workers.

Important findings appear when analyzing employee satisfaction with promotional opportunities by industry and employer size. Employee satisfaction with promotional opportunities appears to be related to the size of the firm; as firm size increased employee satisfaction decreased. In addition, a much lower proportion of women than men were satisfied with promotional opportunities, except in very large organizations where the proportion of men and women who were satisfied differed only 5 percentage points. It is also interesting to note that a higher proportion of women than men were satisfied with their promotional opportunities in agriculture and construction, and transportation and utilities industries; a lower proportion of women than men were satisfied with promotional opportunities in manufacturing, wholesale and retail trade, and finance and insurance industried.

No relationship appeared evident between the categories of employer size and employee satisfaction with pay. However, there does appear to be some sex-differentiation in satisfaction with pay within the employer size categories. In smaller organizations of less than 250, there was a greater difference between the proportions of men and women who were satisfied with their pay than in large organizations.

When the data are analyzed by type of industry, it appears that a much lower proportion of women than men were satisfied with their pay in wholesale and retail trade, and finance and insurance, than in the other industries. Only in the transportation and utilities industries was a higher proportion of women than men satisfied with their pay.

### Job Satisfaction by Job Category and Income

As indicated in Table V-21, distinct patterns appear when job satisfaction is analyzed by job category and income. Employee satisfaction with all elements of the

## TABLE V-21

## JOB SATISFACTION OF MEN AND WOMEN BY JOB CATEGORY, INCOME, AGE, AND LEVEL OF EDUCATION

N=5981

| | PERCENTAGE OF RESPONDENTS STATISFIED WITH: | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | WORK | | PROMOTIONAL OPPORTUNITIES | | SUPERVISION | | CO-WORKERS | | PAY | |
| CHARACTERISTIC | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Job Category | | | | | | | | | | |
| Service | 58% | 77% | 38% | 35% | 83% | 87% | 76% | 86% | 48% | 51% |
| Operative | 65 | 63 | 36 | 29 | 81 | 86 | 83 | 82 | 64 | 66 |
| Craft | 82 | 75 | 46 | 40 | 83 | 90 | 87 | 84 | 65 | 57 |
| Office/ Clerical | 73 | 86 | 57 | 42 | 93 | 90 | 87 | 91 | 62 | 61 |
| Sales | 89 | 89 | 74 | 50 | 94 | 95 | 93 | 92 | 74 | 62 |
| Technicians | 90 | 92 | 52 | 42 | 89 | 87 | 93 | 90 | 74 | 72 |
| Professionals | 96 | 98 | 67 | 53 | 94 | 93 | 97 | 97 | 78 | 76 |
| Managers | 95% | 95% | 71% | 68% | 95% | 97% | 94% | 93% | 83% | 79% |
| Income | | | | | | | | | | |
| Under $5,000 | 63% | 75% | 40% | 36% | 87% | 86% | 80% | 87% | 41% | 43% |
| $ 5,000-$ 9,999 | 71 | 85 | 52 | 41 | 85 | 89 | 85 | 89 | 49 | 62 |
| $10,000-$14,999 | 84 | 88 | 53 | 51 | 87 | 92 | 89 | 91 | 72 | 90 |
| $15,000-$19,999 | 92 | 96 | 62 | 69 | 90 | 98 | 93 | 92 | 88 | 92 |
| $20,000 or Over | 97% | 100% | 67% | 75% | 93% | 100% | 95% | 100% | 93% | 75% |
| Age | | | | | | | | | | |
| Under 25 | 73% | 79% | 62% | 47% | 90% | 89% | 88% | 91% | 65% | 60% |
| 25-34 | 83 | 81 | 60 | 44 | 89 | 89 | 90 | 90 | 70 | 64 |
| 35-44 | 86 | 85 | 58 | 43 | 87 | 92 | 92 | 90 | 74 | 62 |
| 45-54 | 88 | 87 | 52 | 35 | 88 | 89 | 89 | 88 | 72 | 59 |
| 55-64 | 82 | 86 | 34 | 33 | 84 | 87 | 81 | 84 | 64 | 60 |
| 65 and Over | 81% | 75% | 39% | 21% | 77% | 88% | 81% | 83% | 46% | 67% |
| Level of Education | | | | | | | | | | |
| Less than a High School Diploma | 77% | 81% | 48% | 40% | 84% | 88% | 88% | 88% | 63% | 60% |
| Some College | 84 | 86 | 57 | 44 | 44 | 90 | 90 | 91 | 71 | 65 |
| College Degree and Above | 92% | 85% | 67% | 46% | 94% | 93% | 95% | 93% | 81% | 60% |

NOTE: Percentages are the percentages of men and women who scored in the top two-thirds of the total possible score for each job characteristic. For example, 58 percent of all male service workers were "satisfied" or "highly satisfied" with their work.

job seems to be related to income. As the income of both male and female respondents increased, the proportion of respondents who were satisfied increased. Although only about 40 percent of the respondents with incomes below $5,000 are satisfied with their pay and promotional opportunities, it is interesting to note that additional income had less effect on employees' attitudes toward promotional opportunities than toward pay. At the higher pay levels, almost 90 percent of the employees were satisfied with their pay while only about 70 percent were satisfied with their promotional opportunities. This may suggest that employees were searching for more than just money in their jobs; at all pay levels the possibility to grow and develop appeared to be very important.

There appears to be very little difference between male and female satisfaction with supervision and co-workers. A high proportion of women, however, in contrast to men in pay levels under $10,000 were satisfied with their work and a high proportion of women at pay levels from $5,000 to $15,000 appeared to be satisfied with their pay. A much lower proportion of women than men were satisfied with their promotional opportunities at pay levels of $5,000 to $10,000.

When job satisfaction is analyzed by job category of the respondent, it appears that a relationship may exist between employees' attitudes toward their jobs and the skill and responsbility requirements of the position. Generally, as the skill and responsibility requirements of the job increased, employee satisfaction with all elements of the job increased. A higher proportion of employees in white collar jobs than employees in blue collar jobs were satisfied with their promotional opportunities. A higher proportion of women than men were satisfied with their work in service and clerical positions, with their supervision in craft positions, and with their co-workers in service positions. A lower proportion of women than men were satisfied with their pay in craft and sales positions and with their promotional opportunities in clerical, sales, technical, and professional positions.

## Job Satisfaction by Age and Education

Table V-21 also shows the job satisfaction of men and women by age and education. Age appears to have some relationship to job satisfaction, but the relationship varies among the different job dimensions. The proportion of both male and female respondents who were satisfied with their work increased as their age increased until they reached about 55 years, at which time it began to decrease. Although the proportion of female respondents satisfied with promotional opportunities was much lower than the proportion of male respondents for each age group, the patterns were similar; as the age of respondents increased, the proportion of respondents satisfied with promotional opportunities decreased.

Satisfaction with supervision is quite different for men and women. Whereas the proportion of women who were satisfied with their supervision remained fairly constant regardless of age, the proportion of men who were satisfied with their supervision dropped as their age increased. The proportion of respondents satisfied with co-workers and pay increased up to a certain age and then decreased as age increased, similar to the relationship previously found between satisfaction with work and age. A lower proportion of women than men at all ages except 55-64 appear to be satisfied with their promotional opportunities. A lower proportion of women than men at ages 35-54 appears to be satisfied with their pay. There appears to be relatively little difference between the proportion of men and women of all ages who were satisfied with their work, supervision, and co-workers.

Education also appears to affect job satisfaction. The general pattern suggested that as respondents' education increased, job satisfaction increased. Only a few exceptions to this pattern are noted. A lower proportion of women college graduates, in contrast to the proportion of women with some college education, were satisfied with their work and their pay. It should also be noted that the increase from the proportion of people with some college who were satisfied with their promotional opportunities to those with a college degree was much less for women than for men.

A unique pattern develops when the differences between the proportions of male and females satisfied with their pay and promotional opportunities are examined. It appears that as education level increased, the difference between the proportions of men and women who were satisfied with their pay and promotional opportunities increased. In analyzing satisfaction with promotional opportunities, there was an 8 percentage point difference between male and female respondents who had a high school education or less; a 13 percentage point difference for those having some college; and a 21 percentage point difference for those with a college degree. In analyzing satisfaction with pay, there was a 4 percentage point difference between men and women with a high school education or less, a 6 percentage point difference for those with some college and a 21 percentage point difference for those with a college degree.

## Job Satisfaction by Marital Status and Economic Reason for Working

Job satisfaction for men and women by marital status and main economic reason for working is shown in Table V-22. There appears to be little relationship between the marital status of men and women and satisfaction with supervision and co-workers. There also appears to be little difference between the proportions of men and women satisfied with supervision, co-workers, and work, except that a lower proportion of single men than single women were satisfied with their work. A lower proportion of married, and widowed, divorced or separated women than men were satisfied with their promotional opportunities and pay.

When job satisfaction is analyzed by main economic reason for working, it appears there was little difference between the proportions of males and females who were satisfied with their supervision and co-workers. It is interesting to note that the highest proportion of men and the lowest proportion of women, satisfied

## TABLE V-22

## JOB SATISFACTION OF MEN AND WOMEN BY MARITAL STATUS AND ECONOMIC REASON FOR WORKING

N=5981

| | PERCENTAGE OF RESPONDENTS SATISFIED WITH: | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | WORK | | PROMOTIONAL OPPORTUNITIES | | SUPERVISION | | CO-WORKERS | | PAY | |
| CHARACTERISTIC | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Marital Status | | | | | | | | | | |
| Never Married | 70% | 82% | 55% | 50% | 89% | 90% | 86% | 89% | 64% | 64% |
| Presently Married | 84 | 82 | 56 | 39 | 88 | 89 | 90 | 90 | 71 | 61 |
| Widowed, Separated, or Divorced | 81% | 85% | 52% | 39% | 86% | 89% | 85% | 87% | 67% | 59% |
| Main Economic Reason for Working | | | | | | | | | | |
| Support Self Only | 71% | 83% | 53% | 44% | 88% | 89% | 86% | 87% | 64% | 63% |
| Primary Support of Self and Others | 85 | 81 | 56 | 43 | 88 | 88 | 90 | 88 | 72 | 53 |
| Supplemental Support of Self and Others | 73% | 83% | 49% | 40% | 85% | 89% | 83% | 90% | 53% | 64% |

NOTE: Percentages are the percentages of men and women who scored in the top two-thirds of the total possible scores for each job characteristic. For example, 70 percent of all men who had never married were "satisfied" or "highly satisfied" with their work.

with their pay were those providing primary support for themselves and others. A higher proportion of women than men who were providing supplemental support were satisfied with their pay. A lower proportion of men than women who supported only themselves or who provided supplemental support were satisfied with their work. A much lower proportion of women than men in all categories of economic reason for working were satisfied with their promotional opportunities.

## Summary

Generally, both male and female employees in Iowa appear to be well satisfied with their work, supervision and co-workers and somewhat less satisfied with their promotional opportunities and pay. However, even women are much less satisfied than men with their pay and promotional opportunities.

A number of findings appear regarding employee satisfaction when viewed by geographic area, and community size. There was little difference between the satisfaction of men and women with their work, supervision, and co-workers by geographic area except in Southwest Iowa where women appeared to be more satisfied than men; however, there was great difference between the satisfaction of men and women with their pay and promotional opportunities. Women appeared much less satisfied with their pay and promotional opportunities, except in Southwest Iowa where women were more satisfied than men with their pay. There also appeared to be some relationship between job satisfaction and community size; as community size increased, job satisfaction also increased. This increase in satisfaction was most prominent in the job dimensions of pay and promotional opportunities.

When job satisfaction was analyzed by employer size and type of industry, additional findings appeared evident. There was no relationship between the size of an employer and employee satisfaction with work, supervision, co-workers, and pay; however, a relationship seems to exist between employer size and employee satisfaction with promotional opportunities. Employees in the larger organizations appeared to be somewhat less satisfied with their promotional opportunities than employees in smaller organizations. Satisfaction of both men and women with work, supervision, and co-workers differed little by industry or employer size except in agriculture and construction where women were much more satisfied than men. Women appeared to be much less satisfied than men with their promotional opportunities in organizations under 250 employees and in manufacturing, wholesale and retail trade, and finance and insurance industries. Women were less satisfied than men with their pay in wholesale and retail trade, and finance and insurance industries and in smaller organizations.

When job satisfaction was analyzed by job category and income, job satisfaction appeared to be positively related to income level and skill and responsibility level of the job; as skill and responsibility and income increased, employee satisfaction with all elements of the job increased. Women in all job categories appeared to be as satisfied or more satisfied than men with their work, supervision, and the people with whom they worked. Women were slightly less satisfied than men with their pay only in craft and sales positions and with their promotional opportunities in office/clerical, sales, technical and professional positions. It is interesting to note that women managers were almost as satisfied with their promotional opportunities as men managers. Women in all pay levels were as satisfied or more satisfied than men in all the dimensions of their job with one exception; women earning between $5,000 to $10,000 were much less satisfied than men with their promotional opportunities in the same pay level.

It appeared that job satisfaction was also partially related to age and education. Women appeared less satisfied than men with their promotional opportunities through all age categories and education levels; middle aged women, 35-54, and women college graduates were less satisfied with their pay than similar aged and educated men. Employee satisfaction with all elements of the job generally increased as education level increased. Although age did have some effect on job satisfaction, the effect varied for each job dimension.

Both marital status and economic reason for working may have affected job satisfaction. Women were less satisfied than men with their promotional opportunities regardless of their marital status or economic reason for working. Women who were presently married, widowed, separated, or divorced and women who provided primary support for themselves and others were less satisfied with their pay than men in similar categories.

# Footnotes for Chapter V

[1] Patricia C. Smith, et al., *The Measurement of Satisfaction in Work and Retirement* (Chicago: Rand McNally and Company, 1969), p. 63.

[2] Smith explains. "We deliberately confine our definition of job satisfaction to persistent feelings toward discriminable aspects of the job situation. These feelings are thought to be associated with perceived differences between what is expected and what is experienced in relation to the alternatives available in a given situation. Appropriate measures of satisfaction may then be sensitive to the effects of differences in crucial aspects not only of the actual situation, but also of the expectations of individuals, as determined by their background and experience, and by the long and short-term alternatives which are present in the psychological field." Smith, et al., p. 37.

[3] This form of questionnaire has several advantages as a measure of job satisfaction, as Smith explains: "First, it is directed toward specific areas of satisfaction rather than global or general satisfaction. Several different areas of job satisfaction must be measured separately if any substantial understanding is to be achieved. This does not imply that satisfaction in several areas are necessarily statistically independent, but it does provide for those important situations where there are some discriminable differences which the respondent can report with some assurance.

Second, the verbal level required to answer the JDI is quite low...The JDI does not require that the respondent be able to make abstractions or understand long, vague sentences with several qualifications, but only that he understand the general meaning of single words or short phrases.

Third, the JDI does not ask the respondent directly how satisfied he is with his work, but rather asks him to describe his work. Thus, the responses have a job-referent rather than a self-referent. In describing his job, the respondent does, however, provide information which may be used to infer his satisfaction." Smith, et al., pp. 69, 70.

# CHAPTER VI

# SUMMARY AND CONCLUSIONS

This chapter will present (a) an introduction explaining the concerns of the study, (b) a review of the research objectives and procedures used in conducting the study, (c) a summary of the major findings, (d) the general conclusions, and (e) recommendations for further research.

## INTRODUCTION

In the early twentieth century, women typically worked only when they were young and single and left the work force when they married. They were employed primarily in jobs which were extensions of their traditional nurturing and supportive role in the family. Beginning with World War II and continuing through post-war industrial expansion, demands for labor encouraged significant numbers of older and married women to enter the labor force. This trend in working patterns has continued, and today the female labor force is representative of the entire adult female population. In contrast, however, the occupational composition of the female labor force appears relatively unchanged. National statistics show that women are still clustered in the traditional jobs of the early twentieth century, and earn only about 60 percent of the average earnings of men.

To examine this apparent inequality in employment opportunities, the Iowa Commission on the Status of Women sought and received federal funds to study the Iowa work force to determine the existence and extent of underemployment and underutilization of women in business and industry within the state. Original data was to be gathered to determine whether or not a problem existed, to what extent, and the factors contributing to the problem.

This investigation of underutilization and underemployment of women was restricted to full-time employees in Iowa. Only private sector businesses and industries were sampled; public and educational system employers were excluded. The focus of the study was on women in general and did not isolate the problems of minority women. Only women presently employed full-time were sampled, therefore, no conclusions can be drawn regarding unemployed women. The study did not attempt to analyze the effects that the employment of women may have on the family structure or any other societal institution.

## RESEARCH OBJECTIVES AND PROCEDURES

The survey method was chosen for this study since it allowed for the gathering of information from a large number of respondents over a wide geographic area with minimum cost. The specific questionnaire used in the study was developed by the Employment Project staff and the steering committee of the Advisory Task Force and was pre-tested in September. The questionnaire was designed to collect four kinds of information: work related, personal, attitudinal, and aspirational.

A sample of 261 firms was selected from the 1,449 employers in the universe of employers submitting Equal Employment Opportunity (EEO-1) Reports in 1974. The sample was stratified to insure representation of five geographic areas within Iowa (central, southwest, northwest, northeast, and southeast) and representation of firm sizes (employers were grouped by number of employees: 1-49, 50-99, 100-249, 250-499, and 500 or more employees). Consideration was also given to the sample's representation of industry types (agriculture and construction, manufacturing, transportation and utilities, wholesale and retail trade, finance and insurance, and service industries) and community sizes (populations less than 2,500; 2,500 to 10,000; and over 10,000).

Data was collected by field researchers who contacted individual employers and requested permission to survey their employees. Employees were randomly selected from lists of full-time personnel furnished by employers; an equal proportion of male and female employees were included in the sample. Researchers used a table of random numbers to insure the selection of a random sample. Employees were requested to complete the questionnaire on-site or to complete and return the questionnaire in a postage paid envelope. Of the 13,582 questionnaires distributed, 5,995 usable questionnaires or 44 percent were returned. The returned questionnaires were representative of the geographic areas, employer sizes, community sizes and industry types mentioned above.

Participation in the study was voluntary for both employers and employees; thus, non-respondent bias may affect the universality of the findings. Another major limitation of the study was the fixed response statements used in the questionnaire; the appropriate choice may not have been provided to express the exact situation or feelings of respondents.

An additional limitation of the study was the inclusion of only those firms employing 100 or more persons in Iowa and required to submit EEO-1 reports. It is possible that employers subject to the equal employment opportunity requirements are doing more to promote equality of opportunity for women than those employers not subject to such requirements. Therefore, the results may be biased in showing a better situation than actually exists among all employers in Iowa. Although the study had these limitations, there is sufficient theoretical base and related empirical research to conclude that the methodology provided an adequate framework for deriving significant new data and insights.

## SUMMARY OF MAJOR FINDINGS

### Underutilization of Women

The term underutilization was used in this study to describe a situation in which fewer numbers of women are employed in specific occupations than would be expected in view of their availability in the work force. Women were considered to be underutilized when they comprised less than 34 percent of any occupational category. The criteria of 34 percent was selected because it represented the proportion of the Iowa work force who are women, according to 1974 EEO-1 summary data. The occupational categories were service, laborer, operative, craft, sales, office/clerical, technical, professional, and managerial. Women were considered underutilized in supervisory positions and at certain pay levels when the proportion of women was significantly lower than the proportion of men in these categories. This criteria was established because underutilization in supervisory positions and at certain pay levels was determined through an equal sampling of female and male employees.

The findings revealed that women were underutilized in certain occupations and at certain pay levels. Specifically, it was found that:

> Women in Iowa are underutilized in laborer, operative, craft, and technical positions. Women are also underutilized in managerial and supervisory positions and at pay levels from $10,000 through $17,500.

Women were substantially underutilized in managerial and craft positions, but only slightly underutilized in operative and technical positions. It was found that women were not underutilized in positions paying under $10,000 or in service, office/clerical, sales, and professional positions.

Underemployment of Women

The term underemployment was used in this study to describe a situation in which an individual's education or experience is greater than others in similar jobs or at similar pay levels. Female respondents were considered underemployed if their education or experience was significantly higher when compared to male respondents in similar job categories and at similar pay levels.

Generally, the findings suggest that underemployment of women exists in Iowa. Specifically, it was found that:

> Women in Iowa are underemployed when compared to men in terms of years of experience in their current positions in office/clerical occupations and at pay levels under $10,000. Women are also underemployed when compared to men in terms of years of experience with their current employer at pay levels under $15,000.

The study was unable to support the hypothesis that women are underemployed in relation to their education or total years of working experience. Additionally, women in Iowa did not perceive themselves as underemployed any more frequently than men.

College graduates were considered a unique group of employees since they are often earmarked for more responsible and higher paying jobs. The study attempted to determine if college educated women were underemployed in relation to college educated men. Specifically, it was found that:

> Women college graduates in Iowa are underemployed in managerial positions and at pay levels above $10,000 when compared to men college graduates. Women college graduates feel that they are underemployed in their present position in the organization to a greater extent than do men college graduates.

The study was unable to support the hypothesis that women college graduates were underemployed in relation to men college graduates in technical or professional occupations.

## Employee Mobility

Mobility of respondents was analyzed through a study of the travel required in the respondents' present job, the amount of travel respondents would be willing to accept, respondents' willingness to move to a different town for a better job, and respondents' willingness to change employers for a better job. Mobility was considered important because it is often essential in order to gain the experiences necessary for the better paying, more responsible positions in an organization.

Analysis of employee mobility revealed that over twice as many men as women were required to perform some travel in their jobs. Substantial numbers of both male and female employees, however, were willing to travel in a job if it was required; over four-fifths of the men and three-fifths of the women were willing to travel in any job.

Both male and female employees expressed a willingness to change employers to obtain a job with more pay or more responsibility. About two-thirds of both men and women would change employers to obtain a better job. Significantly fewer women than men, however, were willing to move to a different town to obtain a better job. Only about half as many women as men were willing to move to obtain a better job.

## Employee Aspirations

Hierarchial Aspirations. Hierarchial aspirations were determined by analyzing the difference between a respondent's current position in the organizational hierarchy and the position the respondent wished to be in five years from now. A positive difference was considered to indicate a desire for upward movement in the organization. This analysis was considered important to determine the validity of the presumption that only men desire to move up in organizations.

This study found that almost three-fourths of both men and women in Iowa had aspirations to move up in their organizations. Men and women had similar hierarchial aspirations when viewed by age, education, job category, and marital status. Age seemed to have the most pervasive effect on hierarchial aspirations; as age increased, aspirations for both men and women decreased. Thus, it appears that more Iowans under 35 years of age aspired to higher level positions than did older Iowans.

Education also appeared to influence men's and women's aspirations. Generally, education appeared to be positively related to employee hierarchial aspirations; the higher the education level, the greater the aspirations. Occupation also affected employee aspirations; it was found that both men and women in office/clerical, professional, and technical positions had higher aspirations than did men and women in service, operative or craft positions. The hierarchial aspirations of men decreased as their income increased; in contrast, the aspirations of women remained fairly constant throughout all income levels.

Occupational Aspirations. Occupational aspirations were determined through an analysis of respondents' choices of the occupational category they would ultimately like to hold. This analysis of occupational aspirations provided an indication of respondents' general career perferences and was important in determining whether or not sex was a differentiating variable.

Few occupational categories had similar proportions of respondents aspiring to and presently holding those jobs. For example, twice as many employees aspired to managerial and professional jobs as presently held them; and twice as many respondents held operative, office/clerical and sales positions as there were respondents aspiring to them. Thus, it appears that satisfaction of all occupational aspirations would be difficult.

About 50 percent of both men and women respondents desired to remain in their present occupations. In five of the eight occupational categories (service, office/clerical, sales, technical, and professional), however, a higher proportion of women than men were satisfied with their current occupations. In addition, the occupational aspirations for men and women clearly differed. The majority of men in the sample appeared to have a single career goal, to become managers. The majority of women in the sample did not have a single career goal; however, many did show a tendency to aspire to the more responsible, and higher skilled positions. For example, only 6 percent of the women held technical jobs, while 10 percent ultimately aspired to that occupation; 23 percent of the women wanted professional positions, while only 7 percent worked as professionals; and 22 percent of the women ultimately aspired to managerial positions, while only 7 percent held these jobs. Twenty-eight percent of the women aspired to office/clerical positions; however, 48 percent of the women were presently employed as office/clerical workers. Thus, although women had more diverse goals than men, the majority of women aspired to the more responsible and higher skilled jobs.

## Job Satisfaction

Job satisfaction was defined as the feelings employees have about their jobs. Five job dimensions were considered to have a major influence on employee satisfaction with the job: (1) nature of the work, (2) nature of employee remuneration, (3) opportunities for promotion, (4) type of supervision, and (5) attributes of co-workers.

A relatively large proportion of both men and women were satisfied with the work they were performing, the supervision they received, and their co-workers. In addition, the perceptions of men and women toward these three job elements differed only slightly. Both men and women appeared to be less satisfied with their promotional opportunities and pay than with the other dimensions of their jobs. There was a differentiation between men and women with regard to promotional opportunities and pay; women were much less satisfied with these two dimensions of their jobs than were men. Both male and female employees appeared to be even less satisfied with their promotional opportunities than with their current pay.

## CONCLUSIONS

This study found that both underutilization and underemployment of women exist in Iowa. Women are not employed as supervisors, managers, or as skilled craft workers in numbers representative of their availability in the work force. They are paid less than men, both in terms of years of experience with their current employer and years of experience in their present position. Notably, college educated women are underemployed in the higher pay levels and managerial positions in comparison to college educated men.

Another serious problem in Iowa is the over-representation of women in the lower paying, lower skilled jobs. Overutilization of women in pay levels under $7,500 may be due to the concentration of women in service and office/clerical jobs. Notably, even college educated women are overutilized in office/clerical positions. Women comprise 56 percent of all service workers and 81 percent of the office/clerical workers. Forty-seven percent of the women in contrast to only 10 percent of the men are employed in these two job categories. This concentration of women in lower paying jobs is of greater concern when it is noted that 40 percent of the women are either sole or primary wage earners. Furthermore, a number of women are earning supplemental income essential to their families' support.

Employers may feel that women are absent from higher paying, more responsible jobs because of their own occupational choices and preferences. Although this study does reveal that female employees are typically less educated, have fewer dependents, have worked a shorter period of time, and are less likely to be married than male employees, this does not mean that women are satisfied with these lower paying occupations. A closer scrutiny of the female work force reveals that many female employees are career-oriented. Women wish to move up in their organizations and the majority wish to hold technical, professional and managerial positions. A substantially larger number of women are willing to travel than are presently required to travel in their jobs and 60 percent of the women are willing to change employers for a better job. The desire of many women for the higher paying, more responsible jobs is further indicated by their extreme dissatisfaction with their current pay and promotional opportunities. A significantly higher proportion of college educated women than college educated men perceived themselves as underemployed.

The study shows that there are women who desire fuller work experiences, are prepared to accept the requirements of more responsible positions, and have the education to hold higher level positions. Employing the full talents of these women would benefit both the employee and the organization. With minimal effort, employers should be able to make some immediate progress toward greater utilization of women in managerial and supervisory positions.

There is little evidence, however, that women desire skilled craft positions. Thus, it will be difficult to substantially increase the proportions of women in these positions immediately. Efforts are needed to encourage women to consider these fields. One method would be to increase the number of female role models in those jobs. It appears from this study that as the number of female role models in non-traditional jobs increases, the number of women aspiring to those jobs will increase.

## SUGGESTIONS FOR FURTHER RESEARCH

Progress toward equality of employment opportunity can be made and can be beneficial to both women employees and organizations. Achieving such progress, however, is more difficult than merely suggesting its possibility. How is career-orientation developed among women? How is a supportive work atmosphere for women created in the traditional male dominated occupations? What are the differences in career motivation between men and women? How can the aspirations of women who desire more responsible, higher skilled jobs be fulfilled? Further research should be directed toward answering these questions.

In-depth research in a small number of organizations with groups of selected employees is required. Various educational models need to be developed and tested concerning women's motivation, assertiveness, and technical and managerial skills. The impact of these models must be evaluated. In sum, tools need to be developed to assist both employers and employees in obtaining full equality of employment.

Furthermore, research such as this study must be conducted periodically to ascertain the extent of underemployment and underutilization of women in Iowa. Such periodic research could serve to evaluate Iowa's progress toward achievement of equality of opportunity. Other areas which might be pursued in further research are the underemployment and underutilization of women in the public sectors of government and education; the impact of affirmative action plans; career pathing for women and work atmospheres that are supportive to women in non-traditional jobs.

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## APPENDIX A

## ADVISORY TASK FORCE MEMBERS

**Edward Anson, Edward Anson and Associates, Sioux City

Delores Brewer, Equal Employment Opportunity Officer, Iowa Department of Social Services, Des Moines

Frances Calhoon, welder and member, Iowa Commission on the Status of Women, Ames

**Betty Durden, Director of Personnel and Special Assistant for Equal Opportunity Programs, Drake University, Des Moines; former chairperson, Governor Robert D. Ray's Commission on the Status of Women and former member, Iowa Commission on the Status of Women.

**Gib Eggen, Vice President-Personnel, Northwestern Bell Telephone Company, Des Moines

Dr. Edwin Lewis, Professor of Psychology and Assistant Vice President for Academic Affairs, Iowa State University; former member, Governor Robert D. Ray's Commission on the Status of Women, Ames

Dalles L. Schroeder, Vice President-Personnel, The Bankers Life Company, Des Moines

**Dr. Larry E. Short, Associate Professor of Management, College of Business Administration, Drake University, Des Moines

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**Betty Talkington, Director Women's Activities, Iowa Federation of Labor; former member and officer, Governor Harold Hughes' Commission on the Status of Women, Des Moines

Frances Van Winkle, Deputy Director, Iowa Merit Employment Department; member, Iowa Commission on the Status of Women, Des Moines

Karen Powell, ex-efficio member; Assistant Personnel Supervisor, Northwestern Bell Telephone Company, Des Moines

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APPENDIX B

# Employment Survey

Iowa has received federal funds for a survey to obtain job-related information from workers across the state. You and your employer were randomly chosen for this study. We would appreciate your taking a few minutes to fill out the following questionnaire. Please return it in the attached self-addressed stamped envelope within the next 2 days. All information will be kept confidential. Thank you for your help.

---

*Please answer the following questions as accurately as possible.*

1. How many years have you worked for pay?_____Years *(specify number)*

2. How many years have you been with your current employer?_____Years *(specify number)*

3. How many years have you been in your present position with your current employer?
_____Years *(specify number)*

4. Has your paid work experience ever been interrupted for any of the following reasons? *(check as many as apply and specify length of time)*
_____Does not apply
_____Military_____Yrs.
_____Injury_____Yrs.
_____Layoff_____Yrs.
_____Ill-health_____Yrs.
_____Family_____Yrs.
_____Education_____Yrs.
_____Could not find a job I wanted_____Yrs.
_____Did not want to work_____Yrs.
_____Other *(specify)*____________________ _____Yrs.

5. How many years ago did you return to work after the most recent break in your paid work experience? *(specify number)*
_____Years ago
_____Does not apply

6. What is the annual income from your present job? *(check one)*
_____Under $5,000
_____$5,000 to $7,499
_____$7,500 to $9,999
_____$10,000 to $12,499
_____$12,500 to $14,999
_____$15,000 to $17,499
_____$17,500 to $19,999
_____$20,000 or over

7. Indicate your main financial reason for working: *(check one)*
_____To support self only
_____Primary support of self and others
_____Supplemental support of self and others
_____None

8. Indicate your other main reason for working: *(check one)*
_____None
_____Enjoy my work
_____Furthers my career
_____Dedicated to my field
_____Occupies my time
_____Creates new outside interests
_____Allows luxuries
_____None of the above apply

9. Note the ladders below. The top of the ladder represents the highest position in your organization; the bottom of the ladder represents the lowest position in your organization. Mark a response on each ladder.

| | | | | | |
|---|---|---|---|---|---|
| | 7 | | 7 | | 7 |
| *Circle the number on the ladder to the right indicating your present position.* | 6 | *Circle the number on the ladder to the right indicating the position you feel you should be in now.* | 6 | *Circle the number on the ladder to the right indicating the position you want to be in 5 years from now.* | 6 |
| | 5 | | 5 | | 5 |
| | 4 | | 4 | | 4 |
| | 3 | | 3 | | 3 |
| | 2 | | 2 | | 2 |
| | 1 | | 1 | | 1 |

10. What is the likelihood of obtaining the job you want to be in within the next five years? *(check one)*
_____Excellent _____Good _____Fair _____Poor

11. The following chart lists occupations by job categories. Carefully follow the instructions above the 4 columns and mark a response for columns A,B,C, and D.

| | *A. Indicate the job category you are in presently (check one)* | *B. Indicate the job category you would like to be in now (check one)* | *C. Indicate the job category you would like to be in ultimately (check one)* | *D. Indicate the paid work experience you have had in each job category (write in number of years)* |
|---|---|---|---|---|
| **SERVICE WORKERS** (orderly, waiter/waitress, janitor, nurses' aide, cooks, etc.) | | | | |
| **OPERATIVES (SEMI-SKILLED)** (apprentice, truck driver, attendant, deliverer, etc.) | | | | |
| **CRAFTS (SKILLED)** (mechanic, electrician, brick-layer, repairer, etc.) | | | | |
| **OFFICE/CLERICAL** (typist, bookkeeper, secretary, telephone operator, etc.) | | | | |
| **SALES** (agent, broker, sales personnel, cashier-checker, grocery clerk, etc.) | | | | |
| **TECHNICIANS** (drafter, LPN, computer programmer/operator, medical technician, etc.) | | | | |
| **PROFESSIONALS** (accountant, RN, auditor, engineer, teacher, personnel worker, etc.) | | | | |
| **OFFICIALS/MANAGERS** (executive, dept. superintendent, plant manager, middle management, officials, etc.) | | | | |

12. How much travel is required to perform the duties of your present job? *(check one)*

_____No travel
_____Occasional travel
_____Frequent travel

13. How much travel would you be willing to accept in performing the duties of any job? *(check one)*

_____No travel
_____Occasional travel
_____Frequent travel

14. How many people are directly under your supervision? *(check one)*

_____0 persons
_____1 to 5 persons
_____6 to 10 persons
_____11 to 20 persons
_____More than 20 persons

15. Indicate which of the following you perform: *(check as many as apply)*

_____Recommend hiring
_____Hiring
_____Recommend discharge
_____Discharging
_____Contribute to performance appraisals
_____Administer performance appraisals
_____Recommend salary levels
_____Approve salaries
_____Other *(specify)*______________________________
_____Perform none of the above

16. Think of your PRESENT WORK. What is it like most of the time? In the blank beside each word given below, write y for "Yes" if it describes your work; n for "No" if it does NOT describe your work; or ? if you cannot decide.
_____Fascinating
_____Routine
_____Satisfying
_____Boring
_____Good
_____Creative
_____Respected
_____Hot
_____Pleasant
_____Useful
_____Tiresome
_____Healthful
_____Challenging
_____On your feet
_____Frustrating
_____Simple
_____Endless
_____Gives sense of accomplishment

17. Think of the OPPORTUNITIES FOR PROMOTION that you have now. How well does each of the following words describe these? In the blank beside each word below, put y for "Yes" if it describes your opportunities for promotion; n if it does NOT describe them; or ? if you cannot decide.
_____Good opportunities for promotion
_____Opportunity somewhat limited
_____Promotion on ability
_____Dead-end-job
_____Good chance for promotion
_____Unfair promotion policy
_____Infrequent promotions
_____Regular promotions
_____Fairly good chance for promotion

18. Think of the kind of SUPERVISION that you get on your job. How well does each of the following words describe this supervision? In the blank beside each word below, put y if it describes the supervision you get on your job; n if it does NOT describe it; or ? if you cannot decide.
_____Asks my advice
_____Hard to please
_____Impolite
_____Praises good work
_____Tactful
_____Influential
_____Up-to-date
_____Doesn't supervise enough
_____Quick-tempered
_____Tells me where I stand
_____Annoying
_____Stubborn
_____Knows job well
_____Bad
_____Intelligent
_____Leaves me on my own
_____Around when needed
_____Lazy

19. Think of the majority of the PEOPLE that you work with now or the people you meet in connection with your work. How well does each of the following words describe these people? In the blank beside each word below, put y if it describes the people you work with; n if it does NOT describe them; or ? if you cannot decide.
_____Stimulating
_____Boring
_____Slow
_____Ambitious
_____Stupid
_____Responsible
_____Fast
_____Intelligent
_____Easy to make enemies
_____Talk too much
_____Smart
_____Lazy
_____Unpleasant
_____No privacy
_____Active
_____Narrow interests
_____Loyal
_____Hard to meet

20. Think of the PAY you get now. How well does each of the following words describe your PRESENT PAY? In the blank beside each word, put y if it describes it; n if it does NOT describe it; or ? if you cannot decide.
_____Income adequate for normal expenses
_____Satisfactory profit sharing
_____Barely live on income
_____Bad
_____Income provides luxuries
_____Less than I deserve
_____Highly paid
_____Underpaid
_____Insecure

21. Would you change employers to obtain more pay and/or a more responsible job? *(check one)*
_____Yes
_____No

22. Would you move to a different town to obtain more pay and/or a more responsible job? *(check one)*
_____Yes
_____No

23. Your highest level of education: *(check one)*
_____Less than high school diploma
_____High school diploma
_____Some college, but no degree
_____College degree (B.A., B.S., etc.)
_____Some graduate work, but no degree
_____Graduate degree

24. Mark all of the following areas in which you have completed vocational training: *(check as many as apply)*
_____Business, secretarial, office work
_____Nursing or other health fields
_____Trades and crafts
_____Engineering or science fields
_____Computer training
_____Agriculture or home economics
_____Other *(specify)* ______________________________
_____None

25. Are you currently enrolled in any educational or vocational program(s)?
_____Yes *(specify)* ________________________________________________
_____No

26. Are you a member of a union related to your present job? *(check one)*
_____Yes
_____No

27. Indicate the number of miles you travel (one way) to get to work: *(check one)*
_____15 miles or less
_____16 to 30 miles
_____31 to 45 miles
_____Over 45 miles

28. Age: *(check one)*
_____Under 25
_____25 to 34
_____35 to 44
_____45 to 54
_____55 to 64
_____Over 64

29. Sex: *(check one)*
_____Male
_____Female

30. Marital status: *(check one)*
_____Never married
_____Presently married
_____Widowed, separated, or divorced

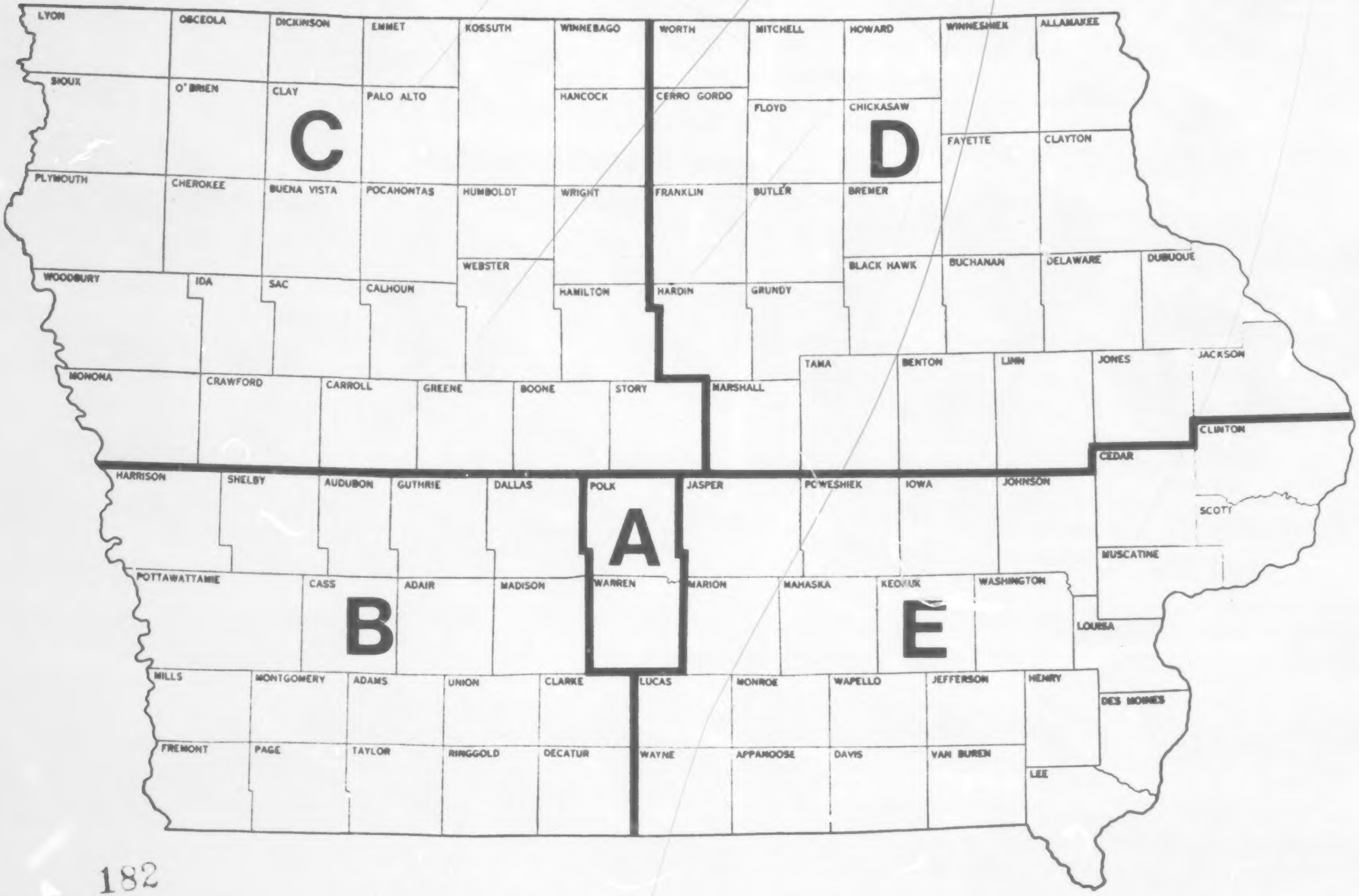
31. How many dependents, excluding yourself, do you have? *(write appropriate number in space)*
_____Dependents

32. How many children under the age of 12 are currently living with you? *(write number)*
_____Children under 6
_____Children 7 to 12
_____None

33. If low cost, quality child care were available, would you do any of the following?
_____ Does not apply
_____Yes _____ No Work after normal working hours
_____Yes _____ No Work a different shift
_____Yes _____ No Accept a more responsible position
_____Yes _____ No Accept (more) on-the-job travel

34. Indicate your level and years of involvement in the following community organizations:

| None __________ | Member | Years | Elective or Appointive Positions | Years |
|---|---|---|---|---|
| Service | | | | |
| Professional | | | | |
| Educational | | | | |
| Civic | | | | |
| Religious | | | | |
| Political | | | | |
| Union | | | | |
| Other __________ | | | | |


LYON
OSCEOLA
DICKINSON
EMMET
KOSSUTH
WINNEBAGO
WORTH
MITCHELL
HOWARD
WINNESHIEK
ALLAMAKEE
SIOUX
O'BRIEN
CLAY
PALO ALTO
HANCOCK
CERRO GORDO
FLOYD
CHICKASAW
C
D
FAYETTE
CLAYTON
PLYMOUTH
CHEROKEE
BUENA VISTA
POCAHONTAS
HUMBOLDT
WRIGHT
FRANKLIN
BUTLER
BREMER
WEBSTER
BLACK HAWK
BUCHANAN
DELAWARE
DUBUQUE
WOODBURY
IDA
SAC
CALHOUN
HAMILTON
HARDIN
GRUNDY
TAMA
BENTON
LINN
JONES
JACKSON
MONONA
CRAWFORD
CARROLL
GREENE
BOONE
STORY
MARSHALL
CLINTON
CEDAR
HARRISON
SHELBY
AUDUBON
GUTHRIE
DALLAS
POLK
JASPER
POWESHIEK
IOWA
JOHNSON
SCOTT
A
MUSCATINE
POTTAWATTAMIE
CASS
ADAIR
MADISON
WARREN
MARION
MAHASKA
KEOKUK
WASHINGTON
B
E
LOUISA
MILLS
MONTGOMERY
ADAMS
UNION
CLARKE
LUCAS
MONROE
WAPELLO
JEFFERSON
HENRY
DES MOINES
FREMONT
PAGE
TAYLOR
RINGGOLD
DECATUR
WAYNE
APPANOOSE
DAVIS
VAN BUREN
LEE

APPENDIX C

## APPENDIX D
## LOCATIONS OF EMPLOYERS INCLUDED IN SAMPLE

| GEOGRAPHIC AREA IN IOWA | CITY | NUMBER OF EMPLOYERS | CITY | NUMBER OF EMPLOYERS |
|---|---|---|---|---|
| Central | Des Moines | 41 | Ankeny | 1 |
| | West Des Moines | 1 | Indianola | 2 |
| Southwest | Atlantic | 5 | Leon | 2 |
| | Council Bluffs | 4 | Perry | 1 |
| | Creston | 2 | Clarinda | 1 |
| | Shenandoah | 2 | Red Oak | 1 |
| Northwest | Denison | 1 | George | 1 |
| | Ames | 9 | Boone | 4 |
| | Estherville | 2 | Sioux City | 11 |
| | Spencer | 1 | Wall Lake | 1 |
| | Cherokee | 3 | Le Mars | 3 |
| | Lytton | 1 | Algona | 2 |
| | Eagle Grove | 2 | Storm Lake | 1 |
| | Lehigh | 1 | Onawa | 1 |
| | Nevada | 1 | Carroll | 1 |
| | Fort Dodge | 1 | Pocahontas | 1 |
| Northeast | Dubuque | 12 | Cedar Rapids | 25 |
| | Waterloo | 11 | Mason City | 7 |
| | Marshalltown | 6 | Waverly | 1 |
| | Manchester | 1 | Oelwein | 1 |
| | Maquoketa | 2 | Cascade | 1 |
| | Waukon | 1 | Hampton | 2 |
| | Bellevue | 1 | Vinton | 1 |
| | Lansing | 1 | Guttenberg | 1 |
| | Monticello | 1 | | |
| Southeast | Iowa City | 7 | Burlington | 7 |
| | Newton | 1 | Coralville | 2 |
| | Muscatine | 6 | Corydon | 1 |
| | Ottumwa | 6 | Bettendorf | 3 |
| | Davenport | 15 | Fort Madison | 3 |
| | Keokuk | 3 | Oskaloosa | 3 |
| | Clinton | 5 | Grinnell | 2 |
| | Fairfield | 2 | Mount Pleasant | 3 |
| | Chariton | 2 | Centerville | 1 |
| | Pella | 1 | Amana | 1 |
| | Wilton | 1 | | |

Grand Total: 72 cities

# APPENDIX E

## EMPLOYER INTERVIEWS

In addition to surveying employees, researchers interviewed employers. Current employment figures and information regarding personnel policies and practices were obtained; the current employment data was necessary for researchers to determine the size of the sample. Further, this information gave the researchers an understanding of the varying personnel policies throught the state.

Although this information is not included in this report, it will provide a framework for the design of Phase Two (second year) research. The information gathered is described below:

### Employment Data

1) Number of full-time employees (male and female)
2) Number of part-time employees (male and female)
3) Approximate number of employees hired
4) Approximate number of employees relocated
5) Union affiliation and percentage of employees belonging to unions

### Personnel Policies and Practices Information

1) Description of work week
2) Headquarter location and/or source of employment
3) Promotion practices
4) Recruitment practices
5) Training practices
6) Performance evaluation system
7) Fringe benefit package
8) Effect of current economic conditions

# APPENDIX F

# UTILIZATION DATA

Complete utilization data is displayed in Appendix F. Except where noted, the tables include the aggregate sample of male and female responses. See Chapters III and IV for the discussion of underutilization.

## TABLE F-1
## UTILIZATION OF MEN AND WOMEN
## BY JOB CATEGORY AND TYPE OF INDUSTRY

| JOB CATEGORY | AGRICULTURE CONSTRUCTION | | MANUFACTURING | | TRANSPORTATION UTILITIES | | WHOLESALE AND RETAIL TRADE | | FINANCE INSURANCE | | SERVICE | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Service | 2 | 0 | 60 | 80 | 9 | 7 | 33 | 36 | 4 | 3 | 60 | 216 |
| Operative | 18 | 0 | 260 | 201 | 76 | 10 | 65 | 7 | 8 | 2 | 9 | 3 |
| Craft | 12 | 0 | 337 | 98 | 131 | 11 | 85 | 21 | 7 | 1 | 24 | 3 |
| Office/ Clerical | 0 | 39 | 29 | 471 | 43 | 182 | 8 | 140 | 19 | 303 | 8 | 137 |
| Sales | 1 | 0 | 30 | 15 | 20 | 11 | 173 | 164 | 53 | 26 | 6 | 5 |
| Technicians | 3 | 3 | 93 | 61 | 26 | 6 | 33 | 6 | 36 | 11 | 25 | 67 |
| Professionals | 13 | 2 | 118 | 44 | 30 | 9 | 28 | 16 | 73 | 11 | 50 | 101 |
| Managers | 27 | 1 | 260 | 29 | 96 | 53 | 161 | 38 | 112 | 22 | 89 | 36 |

## TABLE F-2
## UTILIZATION OF MEN AND WOMEN
## BY JOB CATEGORY AND SIZE OF COMMUNITY IN POPULATION

| JOB CATEGORY | UNDER 2,500 | | 2,500-10,000 | | 10,000 AND OVER | |
|---|---|---|---|---|---|---|
| | Male | Female | Male | Female | Male | Female |
| Service | 5 | 24 | 41 | 101 | 122 | 217 |
| Operative | 29 | 38 | 70 | 40 | 337 | 145 |
| Craft | 26 | 31 | 81 | 21 | 489 | 82 |
| Office/Clerical | 2 | 45 | 6 | 145 | 99 | 1,082 |
| Sales | 6 | 6 | 54 | 22 | 223 | 193 |
| Technicians | 3 | 5 | 21 | 32 | 192 | 117 |
| Professionals | 4 | 1 | 33 | 26 | 275 | 156 |
| Managers | 18 | 6 | 105 | 14 | 622 | 159 |

## TABLE F-3
## UTILIZATION OF MEN AND WOMEN
## BY JOB CATEGORY AND GEOGRAPHIC AREA

| JOB CATEGORY | CENTRAL | | SOUTHWEST | | NORTHWEST | | NORTHEAST | | SOUTHEAST | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Service | 51 | 64 | 26 | 34 | 34 | 71 | 33 | 74 | 24 | 99 |
| Operative | 84 | 7 | 37 | 31 | 95 | 48 | 99 | 37 | 121 | 100 |
| Craft | 75 | 16 | 59 | 5 | 99 | 44 | 174 | 33 | 189 | 36 |
| Office/Clerical | 42 | 299 | 7 | 63 | 14 | 168 | 25 | 366 | 19 | 376 |
| Sales | 97 | 49 | 24 | 10 | 17 | 33 | 88 | 83 | 57 | 46 |
| Technicians | 63 | 35 | 16 | 23 | 29 | 27 | 48 | 30 | 60 | 39 |
| Professionals | 90 | 44 | 15 | 16 | 42 | 40 | 83 | 46 | 82 | 37 |
| Managers | 186 | 52 | 53 | 11 | 107 | 19 | 203 | 44 | 196 | 53 |

## TABLE F-4

## UTILIZATION OF MEN AND WOMEN

## BY JOB CATEGORY AND SIZE OF FIRM IN NUMBER OF EMPLOYEES

| JOB CATEGORY | 1-49 |  | 50-99 |  | 100-249 |  | 250-499 |  | 500 AND OVER |  |
|---|---|---|---|---|---|---|---|---|---|---|
|  | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Service | 17 | 43 | 14 | 65 | 63 | 127 | 32 | 43 | 42 | 64 |
| Operative | 17 | 1 | 73 | 11 | 154 | 73 | 84 | 44 | 108 | 94 |
| Craft | 48 | 3 | 46 | 16 | 199 | 40 | 124 | 45 | 179 | 30 |
| Office/Clerical | 7 | 74 | 10 | 97 | 23 | 433 | 19 | 309 | 48 | 359 |
| Sales | 112 | 56 | 64 | 50 | 60 | 55 | 29 | 51 | 18 | 9 |
| Technicians | 15 | 7 | 25 | 11 | 40 | 43 | 43 | 33 | 93 | 60 |
| Professionals | 14 | 7 | 17 | 14 | 84 | 43 | 86 | 49 | 110 | 70 |
| Managers | 83 | 17 | 99 | 16 | 205 | 60 | 204 | 46 | 154 | 40 |

## TABLE F-5

## UTILIZATION OF MEN AND WOMEN IN SUPERVISORY POSITIONS

## BY TYPE OF INDUSTRY

| JOB CATEGORY | AGRICULTURE CONSTRUCTION |  | MANUFACTURING |  | TRANSPORTATION UTILITIES |  | WHOLESALE AND RETAIL TRADE |  | FINANCE INSURANCE |  | SERVICE |  |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
|  | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Supervisory | 46 | 5 | 482 | 114 | 163 | 80 | 315 | 138 | 162 | 73 | 148 | 224 |
| Non-Supervisory | 30 | 40 | 700 | 879 | 268 | 209 | 270 | 290 | 148 | 305 | 119 | 340 |

## TABLE F-6

## UTILIZATION OF MEN AND WOMEN IN SUPERVISORY POSITIONS

## BY SIZE OF COMMUNITY IN POPULATION

| JOB CATEGORY | UNDER 2,500 |  | 2,500-10,000 |  | 10,000 AND OVER |  |
|---|---|---|---|---|---|---|
|  | Male | Female | Male | Female | Male | Female |
| Supervisory | 37 | 22 | 218 | 87 | 1,061 | 525 |
| Non-Supervisory | 56 | 134 | 191 | 310 | 1,288 | 1,619 |

## TABLE F-7

## UTILIZATION OF MEN AND WOMEN IN SUPERVISORY POSITIONS

## BY GEOGRAPHIC AREA IN IOWA

| JOB CATEGORY | CENTRAL |  | SOUTHWEST |  | NORTHWEST |  | NORTHEAST |  | SOUTHEAST |  |
|---|---|---|---|---|---|---|---|---|---|---|
|  | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Supervisory | 298 | 160 | 109 | 46 | 189 | 91 | 360 | 169 | 360 | 168 |
| Non-Supervisory | 387 | 405 | 127 | 146 | 247 | 355 | 390 | 544 | 384 | 613 |

## TABLE F-8

## UTILIZATION OF MEN AND WOMEN IN SUPERVISORY POSITIONS
## BY SIZE OF FIRM IN NUMBER OF EMPLOYEES

| | 1-49 | | 50-99 | | 100-249 | | 250-499 | | 500 AND OVER | |
|---|---|---|---|---|---|---|---|---|---|---|
| JOB CATEGORY | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Supervisory | 168 | 63 | 168 | 68 | 352 | 205 | 333 | 158 | 294 | 140 |
| Non-Supervisory | 143 | 145 | 179 | 211 | 473 | 666 | 284 | 457 | 456 | 584 |

# APPENDIX G

## EMPLOYMENT DATA

Complete employment data is displayed in Appendix G. Except where noted, the tables include the aggregate sample of male and female responses. See Chapters III and IV for the discussion of underemployment.

## TABLE G-1
## EMPLOYMENT OF MEN AND WOMEN
## BY TYPE OF INDUSTRY, JOB CATEGORY, AND LEVEL OF EDUCATION

| TYPE OF INDUSTRY AND JOB CATEGORY | LESS THAN A HIGH SCHOOL DIPLOMA | | HIGH SCHOOL DIPLOMA | | SOME COLLEGE | | COLLEGE DEGREE | | SOME GRADUATE WORK | | GRADUATE DEGREE | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Agriculture, Construction | | | | | | | | | | | | |
| Service | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Operative | 6 | 0 | 11 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Craft | 5 | 0 | 3 | 0 | 3 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| Office/Clerical | 0 | 0 | 0 | 18 | 0 | 19 | 0 | 1 | 0 | 0 | 0 | 1 |
| Sales | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| Technicians | 0 | 0 | 0 | 2 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Professionals | 0 | 0 | 0 | 2 | 3 | 0 | 3 | 0 | 1 | 0 | 6 | 0 |
| Managers | 1 | 0 | 2 | 0 | 3 | 1 | 14 | 0 | 3 | 0 | 4 | 0 |
| Manufacturing | | | | | | | | | | | | |
| Service | 14 | 23 | 23 | 50 | 15 | 5 | 6 | 0 | 2 | 1 | 0 | 1 |
| Operative | 62 | 43 | 136 | 130 | 48 | 26 | 10 | 2 | 3 | 1 | 1 | 0 |
| Craft | 64 | 24 | 206 | 57 | 56 | 11 | 5 | 2 | 3 | 2 | 3 | 2 |
| Office/Clerical | 2 | 14 | 14 | 256 | 10 | 171 | 3 | 20 | 0 | 4 | 0 | 4 |
| Sales | 4 | 0 | 11 | 6 | 7 | 7 | 6 | 1 | 2 | 1 | 0 | 0 |
| Technicians | 8 | 6 | 22 | 27 | 44 | 22 | 14 | 2 | 1 | 2 | 3 | 1 |
| Professionals | 2 | 0 | 18 | 7 | 26 | 13 | 46 | 19 | 17 | 4 | 9 | 1 |
| Managers | 18 | 3 | 92 | 12 | 57 | 11 | 53 | 1 | 27 | 1 | 12 | 1 |
| Transportation, Utilities | | | | | | | | | | | | |
| Service | 2 | 2 | 5 | 4 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Operative | 15 | 0 | 35 | 6 | 22 | 2 | 4 | 0 | 0 | 2 | 0 | 0 |
| Craft | 14 | 0 | 78 | 7 | 31 | 3 | 3 | 1 | 4 | 0 | 1 | 0 |
| Office/Clerical | 1 | 5 | 16 | 112 | 23 | 54 | 3 | 7 | 0 | 2 | 0 | 0 |
| Sales | 0 | 0 | 4 | 5 | 11 | 2 | 4 | 2 | 1 | 2 | 0 | 0 |
| Technicians | 0 | 0 | 11 | 1 | 13 | 4 | 2 | 1 | 0 | 0 | 0 | 0 |
| Professionals | 0 | 0 | 8 | 7 | 6 | 2 | 12 | 0 | 2 | 0 | 2 | 0 |
| Managers | 8 | 0 | 29 | 32 | 35 | 14 | 19 | 5 | 2 | 2 | 3 | 0 |
| Wholesale and Retail Trade | | | | | | | | | | | | |
| Service | 14 | 7 | 10 | 24 | 7 | 3 | 2 | 1 | 0 | 0 | 0 | 0 |
| Operative | 13 | 1 | 33 | 5 | 17 | 1 | 2 | 0 | 0 | 0 | 0 | 0 |
| Craft | 12 | 3 | 45 | 12 | 22 | 4 | 3 | 1 | 2 | 0 | 1 | 1 |
| Office/Clerical | 0 | 4 | 3 | 90 | 2 | 38 | 3 | 7 | 0 | 0 | 0 | 0 |
| Sales | 8 | 9 | 68 | 103 | 58 | 37 | 29 | 11 | 2 | 3 | 6 | 1 |
| Technicians | 0 | 1 | 13 | 2 | 13 | 1 | 6 | 2 | 1 | 0 | 0 | 0 |
| Professionals | 1 | 0 | 1 | 4 | 9 | 7 | 11 | 4 | 1 | 0 | 5 | 1 |
| Managers | 3 | 5 | 43 | 21 | 58 | 8 | 44 | 2 | 11 | 2 | 2 | 0 |
| Finance, Insurance | | | | | | | | | | | | |
| Service | 1 | 1 | 1 | 1 | 1 | 1 | 0 | 0 | 1 | 0 | 0 | 0 |
| Operative | 0 | 0 | 4 | 1 | 2 | 0 | 0 | 0 | 1 | 0 | 1 | 0 |
| Craft | 0 | 0 | 6 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Office/Clerical | 1 | 6 | 4 | 179 | 7 | 82 | 6 | 28 | 0 | 4 | 0 | 4 |
| Sales | 1 | 1 | 7 | 6 | 14 | 13 | 23 | 6 | 5 | 0 | 3 | 0 |
| Technicians | 0 | 0 | 6 | 7 | 7 | 2 | 17 | 2 | 3 | 0 | 3 | 0 |
| Professionals | 0 | 0 | 8 | 5 | 15 | 3 | 34 | 2 | 6 | 1 | 10 | 0 |
| Managers | 1 | 0 | 16 | 13 | 32 | 5 | 40 | 3 | 14 | 1 | 8 | 0 |
| Service | | | | | | | | | | | | |
| Service | 23 | 64 | 22 | 101 | 11 | 35 | 4 | 8 | 0 | 5 | 0 | 2 |
| Operative | 0 | 0 | 7 | 3 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| Craft | 7 | 0 | 10 | 2 | 4 | 1 | 3 | 0 | 0 | 0 | 0 | 0 |
| Office/Clerical | 0 | 5 | 3 | 71 | 4 | 43 | 0 | 17 | 1 | 1 | 0 | 0 |
| Sales | 0 | 2 | 2 | 1 | 1 | 2 | 2 | 0 | 1 | 0 | 0 | 0 |
| Technicians | 1 | 2 | 3 | 21 | 14 | 37 | 4 | 2 | 2 | 1 | 1 | 3 |
| Professionals | 0 | 1 | 4 | 5 | 10 | 48 | 22 | 21 | 4 | 13 | 10 | 13 |
| Managers | 1 | 1 | 11 | 14 | 22 | 10 | 27 | 4 | 14 | 2 | 14 | 5 |

# TABLE G-2

## EMPLOYMENT OF MEN AND WOMEN

## BY SIZE OF COMMUNITY IN POPULATION, JOB CATEGORY, AND LEVEL OF EDUCATION

| SIZE OF COMMUNITY IN POPULATION AND JOB CATEGORY | LESS THAN A HIGH SCHOOL DIPLOMA | | HIGH SCHOOL DIPLOMA | | SOME COLLEGE | | COLLEGE DEGREE | | SOME GRADUATE WORK | | GRADUATE DEGREE | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Under 2,500 | | | | | | | | | | | | |
| Service | 0 | 8 | 2 | 16 | 2 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| Operative | 7 | 7 | 17 | 25 | 5 | 6 | 0 | 0 | 0 | 0 | 0 | 0 |
| Craft | 6 | 6 | 17 | 20 | 2 | 3 | 1 | 1 | 0 | 0 | 0 | 1 |
| Office/Clerical | 0 | 3 | 2 | 25 | 0 | 13 | 0 | 3 | 0 | 0 | 0 | 1 |
| Sales | 0 | 1 | 3 | 5 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| Technicians | 0 | 1 | 1 | 1 | 1 | 3 | 0 | 0 | 0 | 0 | 1 | 0 |
| Professionals | 1 | 0 | 1 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Managers | 0 | 1 | 9 | 3 | 5 | 2 | 3 | 0 | 0 | 0 | 1 | 0 |
| 2,500-10,000 | | | | | | | | | | | | |
| Service | 8 | 29 | 18 | 46 | 11 | 20 | 4 | 2 | 0 | 2 | 0 | 1 |
| Operative | 11 | 6 | 42 | 26 | 13 | 7 | 2 | 0 | 1 | 1 | 1 | 0 |
| Craft | 10 | 3 | 49 | 15 | 17 | 3 | 4 | 0 | 0 | 0 | 1 | 0 |
| Office/Clerical | 0 | 7 | 2 | 82 | 3 | 47 | 1 | 9 | 0 | 0 | 0 | 0 |
| Sales | 3 | 2 | 28 | 16 | 15 | 4 | 6 | 0 | 1 | 0 | 1 | 0 |
| Technicians | 2 | 2 | 8 | 14 | 9 | 12 | 0 | 2 | 1 | 1 | 0 | 1 |
| Professionals | 0 | 0 | 6 | 4 | 4 | 11 | 13 | 5 | 3 | 1 | 7 | 5 |
| Managers | 11 | 0 | 36 | 10 | 29 | 2 | 20 | 0 | 8 | 1 | 1 | 1 |
| Over 10,000 | | | | | | | | | | | | |
| Service | 46 | 60 | 42 | 118 | 24 | 25 | 8 | 7 | 2 | 4 | 0 | 2 |
| Operative | 78 | 30 | 167 | 94 | 73 | 16 | 15 | 2 | 3 | 2 | 1 | 0 |
| Craft | 86 | 18 | 282 | 43 | 98 | 14 | 10 | 3 | 9 | 2 | 4 | 2 |
| Office/Clerical | 4 | 24 | 36 | 619 | 43 | 347 | 14 | 68 | 1 | 11 | 0 | 8 |
| Sales | 10 | 9 | 61 | 100 | 74 | 57 | 58 | 20 | 10 | 6 | 8 | 1 |
| Technicians | 7 | 6 | 46 | 45 | 84 | 52 | 43 | 7 | 6 | 2 | 6 | 3 |
| Professionals | 2 | 1 | 32 | 25 | 63 | 62 | 115 | 41 | 28 | 17 | 35 | 10 |
| Managers | 21 | 8 | 148 | 79 | 173 | 45 | 174 | 15 | 63 | 7 | 41 | 5 |

## TABLE G-3

## EMPLOYMENT OF MEN AND WOMEN

## BY GEOGRAPHIC AREA, JOB CATEGORY, AND LEVEL OF EDUCATION

| GEOGRAPHIC AREA AND JOB CATEGORY | LESS THAN A HIGH SCHOOL DIPLOMA | | HIGH SCHOOL DIPLOMA | | SOME COLLEGE | | COLLEGE DEGREE | | SOME GRADUATE WORK | | GRADUATE DEGREE | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| **Central Iowa** | | | | | | | | | | | | |
| Service | 18 | 18 | 15 | 35 | 12 | 7 | 6 | 3 | 0 | 1 | 0 | 0 |
| Operative | 21 | 2 | 44 | 4 | 13 | 1 | 4 | 0 | 2 | 0 | 0 | 0 |
| Craft | 16 | 2 | 39 | 6 | 15 | 6 | 3 | 1 | 2 | 0 | 0 | 1 |
| Office/Clerical | 1 | 5 | 15 | 182 | 18 | 85 | 7 | 20 | 1 | 5 | 0 | 1 |
| Sales | 4 | 4 | 25 | 20 | 35 | 13 | 27 | 9 | 3 | 2 | 3 | 1 |
| Technicians | 0 | 0 | 15 | 11 | 19 | 20 | 23 | 4 | 5 | 0 | 1 | 0 |
| Professionals | 0 | 0 | 7 | 9 | 26 | 17 | 37 | 9 | 8 | 6 | 12 | 3 |
| Managers | 1 | 0 | 28 | 29 | 65 | 15 | 64 | 5 | 20 | 3 | 8 | 0 |
| **Southwest Iowa** | | | | | | | | | | | | |
| Service | 8 | 14 | 13 | 17 | 4 | 2 | 1 | 1 | 0 | 0 | 0 | 0 |
| Operative | 6 | 4 | 21 | 25 | 7 | 2 | 2 | 0 | 1 | 0 | 0 | 0 |
| Craft | 10 | 2 | 35 | 2 | 13 | 1 | 1 | 0 | 0 | 0 | 0 | 0 |
| Office/Clerical | 1 | 1 | 1 | 35 | 4 | 25 | 1 | 2 | 0 | 0 | 0 | 0 |
| Sales | 1 | 0 | 13 | 10 | 7 | 0 | 3 | 0 | 0 | 0 | 0 | 0 |
| Technicians | 2 | 3 | 7 | 12 | 5 | 6 | 1 | 1 | 1 | 0 | 0 | 1 |
| Professionals | 0 | 1 | 3 | 2 | 2 | 10 | 8 | 2 | 2 | 1 | 0 | 0 |
| Managers | 5 | 1 | 15 | 7 | 20 | 2 | 7 | 0 | 4 | 0 | 2 | 1 |
| **Northwest Iowa** | | | | | | | | | | | | |
| Service | 9 | 16 | 13 | 37 | 8 | 12 | 3 | 3 | 1 | 2 | 0 | 0 |
| Operative | 14 | 5 | 54 | 31 | 22 | 11 | 4 | 0 | 0 | 1 | 1 | 0 |
| Craft | 16 | 5 | 55 | 30 | 23 | 6 | 1 | 1 | 1 | 0 | 3 | 2 |
| Office/Clerical | 0 | 3 | 7 | 92 | 5 | 61 | 2 | 10 | 0 | 1 | 0 | 1 |
| Sales | 1 | 2 | 9 | 19 | 5 | 7 | 1 | 5 | 1 | 0 | 0 | 0 |
| Technicians | 0 | 2 | 7 | 7 | 16 | 14 | 4 | 2 | 0 | 1 | 2 | 1 |
| Professionals | 3 | 0 | 9 | 4 | 13 | 19 | 12 | 9 | 3 | 1 | 2 | 7 |
| Managers | 6 | 0 | 31 | 11 | 36 | 4 | 20 | 2 | 9 | 1 | 4 | 1 |
| **Northeast Iowa** | | | | | | | | | | | | |
| Service | 10 | 21 | 11 | 39 | 9 | 10 | 2 | 1 | 1 | 2 | 0 | 0 |
| Operative | 24 | 9 | 54 | 21 | 19 | 6 | 1 | 0 | 0 | 0 | 1 | 0 |
| Craft | 28 | 6 | 103 | 23 | 35 | 3 | 5 | 1 | 2 | 0 | 1 | 0 |
| Office/Clerical | 0 | 14 | 10 | 205 | 12 | 121 | 2 | 18 | 0 | 2 | 0 | 5 |
| Sales | 6 | 2 | 28 | 46 | 29 | 30 | 17 | 3 | 4 | 2 | 3 | 0 |
| Technicians | 1 | 0 | 11 | 14 | 26 | 12 | 6 | 1 | 1 | 1 | 2 | 1 |
| Professionals | 0 | 0 | 7 | 10 | 15 | 13 | 30 | 16 | 14 | 7 | 17 | 0 |
| Managers | 11 | 5 | 60 | 20 | 38 | 13 | 58 | 3 | 20 | 1 | 15 | 2 |
| **Southeast Iowa** | | | | | | | | | | | | |
| Service | 9 | 28 | 10 | 52 | 4 | 14 | 0 | 1 | 1 | 1 | 0 | 3 |
| Operative | 31 | 23 | 53 | 64 | 30 | 9 | 6 | 2 | 1 | 2 | 0 | 0 |
| Craft | 32 | 12 | 116 | 17 | 31 | 4 | 5 | 1 | 4 | 2 | 1 | 0 |
| Office/Clerical | 2 | 11 | 7 | 212 | 7 | 115 | 3 | 30 | 0 | 3 | 0 | 2 |
| Sales | 1 | 4 | 17 | 26 | 15 | 11 | 17 | 3 | 3 | 2 | 3 | 0 |
| Technicians | 6 | 4 | 15 | 16 | 28 | 15 | 9 | 1 | 0 | 1 | 2 | 1 |
| Professionals | 0 | 0 | 13 | 5 | 13 | 14 | 41 | 10 | 4 | 3 | 11 | 5 |
| Managers | 9 | 3 | 59 | 25 | 48 | 15 | 48 | 5 | 18 | 3 | 14 | 2 |

## TABLE G-4

## EMPLOYMENT OF MEN AND WOMEN

## BY SIZE OF FIRM IN NUMBER OF EMPLOYEES, JOB CATEGORY, AND LEVEL OF EDUCATION

| SIZE OF FIRM IN NUMBER OF EMPLOYEES AND JOB CATEGORY | LESS THAN A HIGH SCHOOL DIPLOMA | | HIGH SCHOOL DIPLOMA | | SOME COLLEGE | | COLLEGE DEGREE | | SOME GRADUATE WORK | | GRADUATE DEGREE | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| 1-49 | | | | | | | | | | | | |
| Service | 6 | 9 | 6 | 21 | 3 | 5 | 1 | 3 | 1 | 3 | 0 | 1 |
| Operative | 3 | 1 | 11 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Craft | 7 | 0 | 22 | 1 | 15 | 2 | 2 | 0 | 0 | 0 | 2 | 0 |
| Office/Clerical | 0 | 2 | 2 | 39 | 4 | 29 | 1 | 3 | 0 | 0 | 0 | 1 |
| Sales | 3 | 4 | 37 | 40 | 34 | 7 | 27 | 3 | 4 | 2 | 7 | 0 |
| Technicians | 0 | 0 | 8 | 3 | 6 | 4 | 1 | 0 | 0 | 0 | 0 | 0 |
| Professionals | 1 | 0 | 1 | 2 | 4 | 4 | 6 | 1 | 0 | 0 | 2 | 0 |
| Managers | 0 | 2 | 22 | 9 | 23 | 3 | 30 | 1 | 4 | 1 | 4 | 1 |
| 50-99 | | | | | | | | | | | | |
| Service | 5 | 18 | 4 | 31 | 3 | 12 | 2 | 3 | 0 | 1 | 0 | 0 |
| Operative | 16 | 1 | 38 | 9 | 16 | 1 | 3 | 0 | 0 | 0 | 0 | 0 |
| Craft | 2 | 0 | 23 | 13 | 14 | 2 | 4 | 1 | 2 | 0 | 1 | 0 |
| Office/Clerical | 0 | 6 | 5 | 52 | 4 | 35 | 0 | 2 | 1 | 1 | 0 | 0 |
| Sales | 5 | 3 | 30 | 31 | 17 | 13 | 8 | 2 | 2 | 1 | 1 | 0 |
| Technicians | 0 | 0 | 10 | 7 | 10 | 2 | 4 | 1 | 1 | 0 | 0 | 1 |
| Professionals | 0 | 0 | 2 | 4 | 4 | 4 | 6 | 2 | 1 | 3 | 4 | 1 |
| Managers | 4 | 1 | 32 | 7 | 28 | 5 | 26 | 1 | 7 | 2 | 2 | 0 |
| 100-249 | | | | | | | | | | | | |
| Service | 22 | 43 | 21 | 64 | 15 | 16 | 4 | 2 | 1 | 1 | 0 | 0 |
| Operative | 36 | 14 | 78 | 50 | 33 | 8 | 5 | 1 | 2 | 0 | 0 | 0 |
| Craft | 47 | 11 | 107 | 22 | 41 | 7 | 2 | 0 | 2 | 0 | 0 | 0 |
| Office/Clerical | 3 | 8 | 9 | 255 | 9 | 132 | 2 | 29 | 0 | 3 | 0 | 5 |
| Sales | 3 | 2 | 16 | 27 | 17 | 22 | 19 | 3 | 4 | 1 | 0 | 0 |
| Technicians | 2 | 3 | 11 | 11 | 13 | 23 | 12 | 3 | 0 | 2 | 2 | 1 |
| Professionals | 0 | 0 | 13 | 7 | 18 | 21 | 35 | 8 | 7 | 1 | 11 | 6 |
| Managers | 14 | 5 | 64 | 36 | 52 | 12 | 41 | 5 | 21 | 1 | 11 | 1 |
| 250-499 | | | | | | | | | | | | |
| Service | 10 | 11 | 13 | 27 | 6 | 4 | 2 | 0 | 1 | 0 | 0 | 1 |
| Operative | 18 | 6 | 47 | 30 | 11 | 6 | 5 | 0 | 1 | 1 | 2 | 0 |
| Craft | 17 | 7 | 83 | 29 | 21 | 6 | 2 | 1 | 1 | 0 | 0 | 2 |
| Office/Clerical | 0 | 7 | 7 | 159 | 7 | 103 | 4 | 33 | 0 | 4 | 0 | 2 |
| Sales | 2 | 2 | 5 | 21 | 15 | 17 | 5 | 9 | 1 | 1 | 1 | 1 |
| Technicians | 1 | 3 | 5 | 19 | 25 | 8 | 9 | 1 | 1 | 0 | 2 | 1 |
| Professionals | 2 | 0 | 11 | 7 | 25 | 13 | 25 | 19 | 7 | 4 | 16 | 6 |
| Managers | 9 | 0 | 39 | 20 | 60 | 17 | 54 | 5 | 23 | 2 | 19 | 2 |
| 500 and Over | | | | | | | | | | | | |
| Service | 11 | 16 | 18 | 37 | 10 | 8 | 3 | 1 | 0 | 1 | 0 | 1 |
| Operative | 23 | 21 | 52 | 56 | 28 | 14 | 4 | 1 | 1 | 2 | 0 | 0 |
| Craft | 29 | 9 | 113 | 13 | 26 | 3 | 5 | 2 | 4 | 2 | 2 | 1 |
| Office/Clerical | 1 | 11 | 17 | 221 | 22 | 108 | 8 | 13 | 0 | 3 | 0 | 1 |
| Sales | 0 | 1 | 4 | 2 | 8 | 2 | 6 | 3 | 0 | 1 | 0 | 0 |
| Technicians | 6 | 3 | 21 | 20 | 40 | 30 | 17 | 4 | 5 | 1 | 3 | 1 |
| Professionals | 0 | 1 | 12 | 10 | 18 | 31 | 55 | 16 | 16 | 10 | 9 | 2 |
| Managers | 5 | 1 | 36 | 20 | 44 | 12 | 46 | 3 | 16 | 2 | 7 | 2 |

TABLE G-5

EMPLOYMENT OF MEN AND WOMEN

BY TYPE OF INDUSTRY, INCOME, AND LEVEL OF EDUCATION

| TYPE OF INDUSTRY | LESS THAN A HIGH SCHOOL DIPLOMA | | HIGH SCHOOL DIPLOMA | | SOME COLLEGE | | COLLEGE DEGREE | | SOME GRADUATE WORK | | GRADUATE DEGREE | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| AND INCOME | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Agriculture, Construction | | | | | | | | | | | | |
| Under $5,000 | 0 | 0 | 0 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| $ 5,000-$ 7,499 | 1 | 0 | 2 | 11 | 2 | 14 | 0 | 1 | 0 | 0 | 0 | 0 |
| $ 7,500-$ 9,999 | 7 | 0 | 2 | 8 | 2 | 4 | 1 | 0 | 0 | 0 | 0 | 0 |
| $10,000-$12,499 | 2 | 0 | 5 | 1 | 1 | 2 | 3 | 0 | 0 | 0 | 2 | 0 |
| $12,500-$14,999 | 0 | 0 | 4 | 0 | 2 | 0 | 5 | 0 | 0 | 0 | 0 | 0 |
| $15,000-$17,499 | 1 | 0 | 1 | 0 | 2 | 0 | 1 | 0 | 1 | 0 | 1 | 0 |
| $17,500-$19,999 | 3 | 0 | 1 | 0 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 0 |
| $20,000 or Over | 1 | 0 | 3 | 0 | 4 | 0 | 8 | 0 | 3 | 0 | 7 | 0 |
| Manufacturing | | | | | | | | | | | | |
| Under $5,000 | 6 | 32 | 9 | 126 | 10 | 38 | 2 | 8 | 0 | 3 | 0 | 3 |
| $ 5,000-$ 7,499 | 29 | 56 | 55 | 251 | 22 | 116 | 7 | 11 | 3 | 1 | 1 | 3 |
| $ 7,500-$ 9,999 | 62 | 40 | 113 | 158 | 56 | 83 | 13 | 12 | 2 | 6 | 3 | 3 |
| $10,000-$12,499 | 64 | 20 | 178 | 61 | 68 | 27 | 24 | 10 | 7 | 5 | 4 | 0 |
| $12,500-$14,999 | 38 | 5 | 120 | 16 | 63 | 10 | 29 | 6 | 10 | 2 | 6 | 0 |
| $15,000-$17,499 | 14 | 1 | 64 | 2 | 25 | 2 | 23 | 1 | 10 | 0 | 6 | 0 |
| $17,500-$19,999 | 4 | 0 | 20 | 1 | 20 | 1 | 19 | 0 | 7 | 0 | 0 | 0 |
| $20,000 or Over | 2 | 0 | 11 | 0 | 9 | 1 | 27 | 0 | 16 | 1 | 8 | 0 |
| Transportation, Utilities | | | | | | | | | | | | |
| Under $5,000 | 1 | 1 | 0 | 2 | 0 | 1 | 1 | 1 | 0 | 1 | 0 | 0 |
| $ 5,000-$ 7,499 | 1 | 2 | 6 | 18 | 6 | 13 | 0 | 2 | 0 | 0 | 0 | 0 |
| $ 7,500-$ 9,999 | 6 | 0 | 13 | 57 | 15 | 24 | 4 | 5 | 0 | 1 | 0 | 0 |
| $10,000-$12,499 | 8 | 4 | 32 | 48 | 28 | 27 | 4 | 2 | 0 | 2 | 0 | 0 |
| $12,500-$14,999 | 12 | 0 | 60 | 32 | 30 | 9 | 9 | 2 | 3 | 3 | 0 | 0 |
| $15,000-$17,499 | 8 | 0 | 35 | 11 | 26 | 3 | 10 | 2 | 2 | 0 | 2 | 0 |
| $17,500-$19,999 | 3 | 0 | 36 | 6 | 24 | 4 | 4 | 0 | 1 | 1 | 0 | 0 |
| $20,000 or Over | 5 | 0 | 13 | 0 | 18 | 1 | 15 | 2 | 3 | 0 | 4 | 0 |
| Wholesale and Retail Trade | | | | | | | | | | | | |
| Under $5,000 | 15 | 25 | 12 | 133 | 10 | 43 | 4 | 12 | 0 | 3 | 0 | 2 |
| $ 5,000-$ 7,499 | 13 | 11 | 29 | 89 | 28 | 31 | 2 | 8 | 1 | 1 | 2 | 1 |
| $ 7,500-$ 9,999 | 12 | 6 | 49 | 40 | 36 | 17 | 12 | 5 | 1 | 2 | 2 | 0 |
| $10,000-$12,499 | 11 | 2 | 50 | 15 | 42 | 4 | 24 | 3 | 5 | 0 | 0 | 0 |
| $12,500-$14,999 | 7 | 0 | 42 | 3 | 21 | 3 | 19 | 0 | 3 | 0 | 0 | 0 |
| $15,000-$17,499 | 2 | 0 | 27 | 1 | 21 | 0 | 11 | 0 | 0 | 0 | 3 | 0 |
| $17,500-$19,999 | 1 | 0 | 8 | 0 | 12 | 0 | 11 | 0 | 0 | 1 | 1 | 0 |
| $20,000 or Over | 0 | 0 | 7 | 0 | 20 | 2 | 18 | 0 | 7 | 0 | 6 | 0 |
| Finance, Insurance | | | | | | | | | | | | |
| Under $5,000 | 1 | 1 | 0 | 51 | 3 | 22 | 2 | 8 | 0 | 1 | 2 | 3 |
| $ 5,000-$ 7,499 | 0 | 7 | 15 | 120 | 7 | 68 | 5 | 25 | 1 | 5 | 1 | 1 |
| $ 7,500-$ 9,999 | 1 | 0 | 7 | 34 | 14 | 17 | 28 | 3 | 3 | 1 | 0 | 0 |
| $10,000-$12,499 | 0 | 0 | 9 | 5 | 17 | 2 | 30 | 3 | 6 | 0 | 3 | 0 |
| $12,500-$14,999 | 0 | 0 | 7 | 1 | 17 | 0 | 17 | 0 | 3 | 0 | 4 | 0 |
| $15,000-$17,499 | 1 | 0 | 8 | 0 | 7 | 1 | 17 | 1 | 6 | 0 | 5 | 0 |
| $17,500-$19,999 | 1 | 0 | 3 | 0 | 5 | 0 | 6 | 1 | 2 | 0 | 1 | 0 |
| $20,000 or Over | 0 | 0 | 6 | 1 | 13 | 0 | 15 | 0 | 8 | 0 | 9 | 0 |
| Service | | | | | | | | | | | | |
| Under $5,000 | 12 | 54 | 10 | 113 | 6 | 40 | 5 | 9 | 0 | 6 | 0 | 3 |
| $ 5,000-$ 7,499 | 14 | 23 | 16 | 97 | 16 | 81 | 6 | 22 | 1 | 4 | 1 | 3 |
| $ 7,500-$ 9,999 | 6 | 4 | 18 | 16 | 10 | 33 | 9 | 9 | 3 | 3 | 1 | 7 |
| $10,000-$12,499 | 3 | 0 | 11 | 6 | 10 | 18 | 17 | 7 | 4 | 7 | 3 | 5 |
| $12,500-$14,999 | 1 | 0 | 2 | 2 | 11 | 4 | 8 | 2 | 3 | 3 | 0 | 2 |
| $15,000-$17,499 | 0 | 0 | 2 | 0 | 5 | 2 | 7 | 2 | 3 | 0 | 2 | 4 |
| $17,500-$19,999 | 0 | 0 | 1 | 0 | 3 | 0 | 7 | 0 | 2 | 0 | 2 | 0 |
| $20,000 or Over | 0 | 0 | 1 | 0 | 9 | 0 | 7 | 0 | 6 | 0 | 16 | 0 |

TABLE G-6

EMPLOYMENT OF MEN AND WOMEN

BY SIZE OF COMMUNITY IN POPULATION, INCOME, AND LEVEL OF EDUCATION

| SIZE OF COMMUNITY IN POPULATION AND INCOME | LESS THAN A HIGH SCHOOL DIPLOMA | | HIGH SCHOOL DIPLOMA | | SOME COLLEGE | | COLLEGE DEGREE | | SOME GRADUATE WORK | | GRADUATE DEGREE | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Under 2,500 | | | | | | | | | | | | |
| Under $5,000 | 2 | 27 | 2 | 64 | 2 | 10 | 0 | 1 | 0 | 1 | 0 | 0 |
| $ 5,000-$ 7,499 | 6 | 13 | 10 | 45 | 2 | 13 | 1 | 2 | 1 | 0 | 0 | 2 |
| $ 7,500-$ 9,999 | 6 | 1 | 14 | 9 | 5 | 4 | 2 | 1 | 0 | 0 | 1 | 0 |
| $10,000-$12,499 | 8 | 1 | 21 | 2 | 6 | 1 | 2 | 0 | 0 | 0 | 0 | 0 |
| $12,500-$14,999 | 2 | 0 | 4 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| $15,000-$17,499 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| $17,500-$19,999 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| $20,000 or Over | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| 2,500-10,000 | | | | | | | | | | | | |
| Under $5,000 | 3 | 28 | 6 | 83 | 4 | 24 | 2 | 5 | 0 | 3 | 0 | 1 |
| $ 5,000-$ 7,499 | 15 | 18 | 31 | 93 | 17 | 61 | 4 | 7 | 1 | 2 | 0 | 2 |
| $ 7,500-$ 9,999 | 21 | 6 | 58 | 44 | 31 | 17 | 13 | 3 | 0 | 1 | 2 | 4 |
| $10,000-$12,499 | 12 | 1 | 55 | 11 | 20 | 5 | 10 | 1 | 4 | 1 | 1 | 1 |
| $12,500-$14,999 | 2 | 0 | 25 | 0 | 22 | 2 | 8 | 1 | 4 | 0 | 1 | 0 |
| $15,000-$17,499 | 3 | 0 | 21 | 0 | 10 | 0 | 6 | 1 | 2 | 0 | 1 | 0 |
| $17,500-$19,999 | 1 | 0 | 4 | 0 | 1 | 0 | 6 | 0 | 2 | 0 | 0 | 0 |
| $20,000 or Over | 2 | 0 | 7 | 0 | 3 | 0 | 3 | 0 | 2 | 0 | 6 | 0 |
| Over 10,000 | | | | | | | | | | | | |
| Under $5,000 | 30 | 58 | 23 | 280 | 23 | 111 | 12 | 32 | 0 | 10 | 2 | 11 |
| $ 5,000-$ 7,499 | 37 | 68 | 82 | 448 | 62 | 249 | 15 | 60 | 4 | 9 | 5 | 4 |
| $ 7,500-$ 9,999 | 67 | 43 | 130 | 260 | 97 | 157 | 52 | 30 | 9 | 12 | 3 | 6 |
| $10,000-$12,499 | 68 | 24 | 209 | 123 | 140 | 74 | 90 | 24 | 18 | 13 | 11 | 4 |
| $12,500-$14,999 | 54 | 5 | 206 | 53 | 121 | 24 | 79 | 9 | 18 | 8 | 9 | 2 |
| $15,000-$17,499 | 23 | 1 | 115 | 14 | 75 | 8 | 63 | 5 | 20 | 0 | 18 | 4 |
| $17,500-$19,999 | 11 | 0 | 65 | 7 | 64 | 5 | 43 | 1 | 10 | 2 | 4 | 0 |
| $20,000 or Over | 6 | 0 | 34 | 1 | 67 | 4 | 87 | 2 | 41 | 1 | 43 | 0 |

TABLE G-7

EMPLOYMENT OF MEN AND WOMEN

BY GEOGRAPHIC AREA, INCOME, AND LEVEL OF EDUCATION

| GEOGRAPHIC AREA AND INCOME | LESS THAN A HIGH SCHOOL DIPLOMA | | HIGH SCHOOL DIPLOMA | | SOME COLLEGE | | COLLEGE DEGREE | | SOME GRADUATE WORK | | GRADUATE DEGREE | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Central Iowa | | | | | | | | | | | | |
| Under $5,000 | 16 | 25 | 10 | 73 | 6 | 32 | 8 | 10 | 0 | 4 | 0 | 3 |
| $ 5,000-$ 7,499 | 20 | 13 | 27 | 130 | 32 | 67 | 4 | 18 | 3 | 4 | 1 | 1 |
| $ 7,500-$ 9,999 | 9 | 2 | 35 | 57 | 31 | 35 | 21 | 8 | 4 | 1 | 1 | 0 |
| $10,000-$12,499 | 10 | 1 | 45 | 20 | 31 | 19 | 37 | 10 | 8 | 4 | 3 | 2 |
| $12,500-$14,999 | 6 | 0 | 35 | 15 | 33 | 8 | 26 | 2 | 4 | 3 | 4 | 0 |
| $15,000-$17,499 | 2 | 0 | 19 | 6 | 20 | 1 | 25 | 2 | 7 | 0 | 5 | 0 |
| $17,500-$19,999 | 4 | 0 | 15 | 2 | 19 | 2 | 14 | 0 | 0 | 1 | 1 | 0 |
| $20,000 or Over | 2 | 0 | 10 | 0 | 33 | 1 | 37 | 1 | 14 | 0 | 10 | 0 |
| Southwest Iowa | | | | | | | | | | | | |
| Under $5,000 | 2 | 8 | 3 | 29 | 0 | 6 | 0 | 1 | 0 | 0 | 0 | 0 |
| $ 5,000-$ 7,499 | 11 | 10 | 25 | 49 | 8 | 25 | 2 | 3 | 1 | 0 | 0 | 0 |
| $ 7,500-$ 9,999 | 16 | 9 | 33 | 33 | 22 | 12 | 3 | 0 | 1 | 0 | 0 | 0 |
| $10,000-$12,499 | 6 | 2 | 27 | 9 | 12 | 8 | 5 | 1 | 2 | 0 | 0 | 1 |
| $12,500-$14,999 | 3 | 0 | 12 | 1 | 5 | 0 | 5 | 1 | 2 | 1 | 0 | 1 |
| $15,000-$17,499 | 4 | 0 | 7 | 0 | 11 | 0 | 6 | 0 | 0 | 0 | 0 | 0 |
| $17,500-$19,999 | 1 | 0 | 2 | 0 | 2 | 0 | 2 | 0 | 0 | 0 | 1 | 0 |
| $20,000 or Over | 0 | 0 | 6 | 0 | 4 | 0 | 1 | 0 | 3 | 0 | 1 | 0 |
| Northwest Iowa | | | | | | | | | | | | |
| Under $5,000 | 4 | 20 | 3 | 91 | 9 | 37 | 2 | 10 | 0 | 4 | 0 | 1 |
| $ 5,000-$ 7,499 | 9 | 11 | 21 | 97 | 11 | 60 | 5 | 9 | 1 | 0 | 1 | 4 |
| $ 7,500-$ 9,999 | 18 | 4 | 39 | 34 | 21 | 28 | 7 | 8 | 0 | 2 | 3 | 5 |
| $10,000-$12,499 | 18 | 3 | 62 | 12 | 34 | 9 | 5 | 5 | 2 | 1 | 3 | 1 |
| $12,500-$14,999 | 6 | 0 | 35 | 2 | 27 | 2 | 10 | 0 | 6 | 1 | 1 | 1 |
| $15,000-$17,499 | 4 | 0 | 27 | 3 | 13 | 0 | 9 | 0 | 1 | 0 | 2 | 0 |
| $17,500-$19,999 | 0 | 0 | 6 | 2 | 9 | 0 | 3 | 0 | 2 | 0 | 0 | 0 |
| $20,000 or Over | 2 | 0 | 1 | 0 | 6 | 0 | 7 | 0 | 3 | 0 | 2 | 0 |
| Northeast Iowa | | | | | | | | | | | | |
| Under $5,000 | 6 | 29 | 9 | 137 | 11 | 37 | 2 | 9 | 0 | 4 | 1 | 5 |
| $ 5,000-$ 7,499 | 4 | 21 | 22 | 136 | 19 | 97 | 6 | 16 | 1 | 3 | 3 | 2 |
| $ 7,500-$ 9,999 | 22 | 15 | 51 | 80 | 29 | 51 | 15 | 7 | 1 | 5 | 1 | 0 |
| $10,000-$12,499 | 21 | 4 | 76 | 30 | 46 | 17 | 19 | 7 | 8 | 4 | 4 | 0 |
| $12,500-$14,999 | 26 | 4 | 70 | 22 | 45 | 8 | 26 | 4 | 2 | 0 | 5 | 0 |
| $15,000-$17,439 | 11 | 1 | 46 | 3 | 14 | 3 | 12 | 1 | 11 | 0 | 8 | 1 |
| $17,500-$19,999 | 6 | 0 | 18 | 2 | 17 | 0 | 13 | 0 | 4 | 0 | 2 | 0 |
| $20,000 or Over | 2 | 0 | 14 | 1 | 11 | 2 | 29 | 0 | 14 | 1 | 15 | 0 |
| Southeast Iowa | | | | | | | | | | | | |
| Under $5,000 | 7 | 31 | 6 | 97 | 3 | 33 | 2 | 8 | 0 | 2 | 1 | 3 |
| $ 5,000-$ 7,499 | 14 | 44 | 28 | 174 | 11 | 74 | 3 | 23 | 0 | 4 | 0 | 1 |
| $ 7,500-$ 9,999 | 29 | 20 | 44 | 109 | 30 | 52 | 21 | 11 | 3 | 5 | 1 | 5 |
| $10,000-$12,499 | 33 | 16 | 75 | 65 | 43 | 27 | 36 | 2 | 2 | 5 | 2 | 1 |
| $12,500-$14,999 | 17 | 1 | 83 | 14 | 34 | 8 | 20 | 3 | 8 | 3 | 2 | 0 |
| $15,000-$17,499 | 5 | 0 | 38 | 2 | 28 | 4 | 17 | 3 | 3 | 0 | 3 | 3 |
| $17,500-$19,999 | 1 | 0 | 28 | 1 | 18 | 3 | 17 | 1 | 6 | 1 | 0 | 0 |
| $20,000 or Over | 2 | 0 | 10 | 0 | 19 | 1 | 16 | 1 | 9 | 0 | 22 | 0 |

197

## TABLE G-8

## EMPLOYMENT OF MEN AND WOMEN

## BY SIZE OF FIRM IN NUMBER OF EMPLOYEES, INCOME, AND LEVEL OF EDUCATION

| SIZE OF FIRM IN NUMBER OF EMPLOYEES AND INCOME | LESS THAN A HIGH SCHOOL DIPLOMA | | HIGH SCHOOL DIPLOMA | | SOME COLLEGE | | COLLEGE DEGREE | | SOME GRADUATE WORK | | GRADUATE DEGREE | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| 1-49 | | | | | | | | | | | | |
| Under $5,000 | 5 | 17 | 3 | 56 | 5 | 14 | 2 | 5 | 0 | 2 | 1 | 2 |
| $ 5,000-$ 7,499 | 4 | 3 | 14 | 38 | 11 | 25 | 0 | 3 | 1 | 3 | 1 | 1 |
| $ 7,500-$ 9,999 | 9 | 4 | 23 | 20 | 22 | 5 | 11 | 2 | 0 | 0 | 1 | 0 |
| $10,000-$12,499 | 5 | 0 | 22 | 8 | 18 | 6 | 18 | 1 | 4 | 0 | 0 | 0 |
| $12,500-$14,999 | 1 | 0 | 24 | 1 | 12 | 2 | 14 | 0 | 0 | 0 | 1 | 0 |
| $15,000-$17,499 | 1 | 0 | 20 | 0 | 12 | 0 | 6 | 0 | 0 | 0 | 3 | 0 |
| $17,500-$19,999 | 2 | 0 | 4 | 0 | 4 | 1 | 3 | 0 | 1 | 1 | 0 | 0 |
| $20,000 or Over | 0 | 0 | 4 | 1 | 11 | 1 | 15 | 0 | 3 | 0 | 8 | 0 |
| 50-99 | | | | | | | | | | | | |
| Under $5,000 | 4 | 21 | 5 | 62 | 3 | 23 | 1 | 3 | 0 | 2 | 0 | 0 |
| $ 5,000-$ 7,499 | 2 | 11 | 10 | 54 | 3 | 24 | 1 | 4 | 1 | 2 | 0 | 1 |
| $ 7,500-$ 9,999 | 7 | 2 | 20 | 38 | 13 | 15 | 5 | 3 | 0 | 4 | 1 | 1 |
| $10,000-$12,499 | 13 | 2 | 44 | 11 | 25 | 8 | 9 | 0 | 2 | 2 | 2 | 0 |
| $12,500-$14,999 | 9 | 0 | 31 | 9 | 23 | 2 | 12 | 2 | 2 | 0 | 0 | 0 |
| $15,000-$17,499 | 3 | 0 | 27 | 0 | 13 | 0 | 11 | 0 | 3 | 0 | 3 | 0 |
| $17,500-$19,999 | 2 | 0 | 10 | 1 | 9 | 0 | 8 | 0 | 0 | 0 | 1 | 0 |
| $20,000 or Over | 0 | 0 | 6 | 0 | 10 | 1 | 5 | 0 | 6 | 0 | 1 | 0 |
| 100-249 | | | | | | | | | | | | |
| Under $5,000 | 11 | 54 | 6 | 188 | 6 | 60 | 5 | 14 | 0 | 5 | 0 | 5 |
| $ 5,000-$ 7,499 | 30 | 36 | 51 | 180 | 25 | 126 | 6 | 23 | 3 | 2 | 2 | 2 |
| $ 7,500-$ 9,999 | 42 | 10 | 64 | 83 | 37 | 42 | 23 | 8 | 3 | 2 | 0 | 4 |
| $10,000-$12,499 | 33 | 6 | 93 | 30 | 49 | 12 | 23 | 3 | 2 | 0 | 4 | 1 |
| $12,500-$14,999 | 17 | 1 | 74 | 11 | 46 | 4 | 22 | 0 | 7 | 1 | 3 | 1 |
| $15,000-$17,499 | 9 | 0 | 27 | 6 | 14 | 2 | 11 | 2 | 5 | 0 | 2 | 0 |
| $17,500-$19,999 | 4 | 0 | 19 | 3 | 14 | 0 | 8 | 0 | 5 | 0 | 0 | 0 |
| $20,000 or Over | 5 | 0 | 11 | 0 | 19 | 1 | 26 | 1 | 12 | 1 | 13 | 0 |
| 250-499 | | | | | | | | | | | | |
| Under $5,000 | 11 | 15 | 8 | 87 | 11 | 39 | 4 | 15 | 0 | 4 | 1 | 4 |
| $ 5,000-$ 7,499 | 13 | 19 | 23 | 164 | 22 | 80 | 9 | 30 | 1 | 3 | 1 | 4 |
| $ 7,500-$ 9,999 | 17 | 12 | 50 | 60 | 32 | 40 | 19 | 9 | 2 | 2 | 3 | 3 |
| $10,000-$12,499 | 16 | 3 | 72 | 20 | 34 | 10 | 17 | 10 | 8 | 3 | 4 | 1 |
| $12,500-$14,999 | 11 | 1 | 40 | 3 | 29 | 4 | 14 | 1 | 7 | 1 | 3 | 0 |
| $15,000-$17,499 | 3 | 0 | 15 | 1 | 18 | 5 | 10 | 2 | 2 | 0 | 5 | 4 |
| $17,500-$19,999 | 0 | 0 | 7 | 0 | 9 | 0 | 16 | 1 | 2 | 0 | 2 | 0 |
| $20,000 or Over | 1 | 0 | 6 | 0 | 17 | 1 | 19 | 0 | 13 | 0 | 21 | 0 |
| 500 and Over | | | | | | | | | | | | |
| Under $5,000 | 4 | 6 | 9 | 34 | 4 | 9 | 2 | 1 | 0 | 1 | 0 | 1 |
| $ 5,000-$ 7,499 | 9 | 30 | 25 | 150 | 20 | 68 | 4 | 9 | 0 | 1 | 1 | 0 |
| $ 7,500-$ 9,999 | 19 | 22 | 45 | 112 | 29 | 76 | 8 | 12 | 4 | 5 | 1 | 2 |
| $10,000-$12,499 | 21 | 15 | 54 | 67 | 40 | 44 | 35 | 11 | 6 | 9 | 2 | 3 |
| $12,500-$14,999 | 20 | 3 | 66 | 30 | 34 | 14 | 25 | 7 | 6 | 6 | 3 | 1 |
| $15,000-$17,499 | 10 | 1 | 48 | 7 | 29 | 1 | 31 | 2 | 12 | 0 | 6 | 0 |
| $17,500-$19,999 | 4 | 0 | 29 | 3 | 29 | 4 | 14 | 0 | 4 | 1 | 1 | 0 |
| $20,000 or Over | 2 | 0 | 14 | 0 | 16 | 0 | 25 | 1 | 9 | 0 | 7 | 0 |

## TABLE G-9

## EMPLOYMENT OF MEN AND WOMEN

## BY TYPE OF INDUSTRY, JOB CATEGORY, AND YEARS OF TOTAL WORK EXPERIENCE

| TYPE OF INDUSTRY AND JOB CATEGORY | LESS THAN ONE YEAR | | 1-2 YEARS | | 3-5 YEARS | | 6-10 YEARS | | 11-15 YEARS | | 16-20 YEARS | | MORE THAN 20 YEARS | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Agriculture, Construction | | | | | | | | | | | | | | |
| Service | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Operative | 0 | 0 | 0 | 0 | 1 | 0 | 3 | 0 | 4 | 0 | 5 | 0 | 5 | 0 |
| Craft | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 2 | 0 | 4 | 0 | 4 | 0 |
| Office/Clerical | 0 | 0 | 0 | 2 | 0 | 10 | 0 | 11 | 0 | 10 | 0 | 2 | 0 | 4 |
| Sales | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| Technicians | 0 | 0 | 0 | 0 | 2 | 1 | 0 | 1 | 1 | 0 | 0 | 1 | 0 | 0 |
| Professionals | 0 | 0 | 0 | 0 | 2 | 0 | 2 | 0 | 3 | 0 | 2 | 0 | 4 | 2 |
| Managers | 0 | 0 | 1 | 0 | 3 | 0 | 5 | 0 | 2 | 1 | 6 | 0 | 10 | 0 |
| Manufacturing | | | | | | | | | | | | | | |
| Service | 0 | 2 | 2 | 2 | 13 | 16 | 12 | 20 | 8 | 13 | 9 | 11 | 15 | 16 |
| Operative | 0 | 0 | 7 | 18 | 38 | 35 | 65 | 46 | 45 | 33 | 27 | 24 | 77 | 44 |
| Craft | 0 | 1 | 2 | 5 | 35 | 14 | 63 | 28 | 41 | 15 | 41 | 10 | 155 | 24 |
| Office/Clerical | 1 | 0 | 1 | 22 | 1 | 83 | 5 | 123 | 4 | 82 | 6 | 48 | 11 | 111 |
| Sales | 0 | 0 | 0 | 0 | 4 | 1 | 4 | 10 | 4 | 2 | 7 | 2 | 11 | 0 |
| Technicians | 0 | 0 | 6 | 7 | 10 | 10 | 25 | 14 | 19 | 11 | 9 | 11 | 24 | 8 |
| Professionals | 0 | 0 | 3 | 2 | 8 | 6 | 25 | 8 | 30 | 8 | 15 | 3 | 36 | 17 |
| Managers | 0 | 0 | 2 | 0 | 4 | 2 | 28 | 5 | 39 | 4 | 50 | 9 | 136 | 9 |
| Transportation, Utilities | | | | | | | | | | | | | | |
| Service | 0 | 0 | 0 | 0 | 1 | 2 | 3 | 1 | 1 | 3 | 0 | 0 | 4 | 1 |
| Operative | 1 | 0 | 0 | 1 | 6 | 5 | 16 | 1 | 6 | 2 | 10 | 0 | 37 | 1 |
| Craft | 0 | 0 | 0 | 0 | 2 | 2 | 16 | 2 | 21 | 3 | 15 | 1 | 77 | 3 |
| Office/Clerical | 0 | 0 | 1 | 5 | 12 | 18 | 15 | 57 | 4 | 30 | 4 | 20 | 7 | 52 |
| Sales | 0 | 0 | 0 | 2 | 2 | 1 | 2 | 2 | 3 | 4 | 5 | 0 | 8 | 2 |
| Technicians | 0 | 0 | 0 | 1 | 2 | 2 | 4 | 1 | 2 | 0 | 6 | 0 | 12 | 2 |
| Professionals | 0 | 0 | 2 | 0 | 0 | 0 | 4 | 0 | 6 | 2 | 2 | 4 | 16 | 3 |
| Managers | 0 | 0 | 0 | 0 | 1 | 3 | 8 | 10 | 11 | 12 | 15 | 6 | 61 | 22 |
| Wholesale and Retail Trade | | | | | | | | | | | | | | |
| Service | 0 | 0 | 3 | 6 | 4 | 8 | 4 | 5 | 2 | 7 | 6 | 3 | 13 | 7 |
| Operative | 0 | 0 | 3 | 0 | 16 | 2 | 16 | 1 | 5 | 0 | 5 | 1 | 20 | 3 |
| Craft | 0 | 0 | 1 | 1 | 5 | 2 | 18 | 9 | 16 | 2 | 12 | 3 | 31 | 4 |
| Office/Clerical | 0 | 1 | 2 | 1 | 1 | 26 | 1 | 42 | 4 | 22 | 0 | 22 | 0 | 25 |
| Sales | 1 | 0 | 7 | 13 | 25 | 39 | 58 | 38 | 25 | 21 | 21 | 15 | 34 | 37 |
| Technicians | 0 | 0 | 1 | 0 | 1 | 2 | 12 | 0 | 5 | 3 | 9 | 0 | 5 | 1 |
| Professionals | 0 | 0 | 0 | 2 | 3 | 1 | 8 | 5 | 6 | 4 | 2 | 1 | 9 | 3 |
| Managers | 0 | 0 | 1 | 2 | 12 | 5 | 34 | 9 | 33 | 3 | 27 | 7 | 54 | 12 |
| Finance, Insurance | | | | | | | | | | | | | | |
| Service | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 2 | 0 | 0 | 3 | 0 |
| Operative | 0 | 0 | 1 | 0 | 2 | 1 | 3 | 1 | 0 | 0 | 0 | 0 | 2 | 0 |
| Craft | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 1 | 0 | 0 | 0 | 0 | 4 | 0 |
| Office/Clerical | 0 | 2 | 2 | 32 | 2 | 98 | 9 | 75 | 3 | 39 | 0 | 21 | 3 | 34 |
| Sales | 0 | 0 | 1 | 1 | 5 | 5 | 8 | 13 | 14 | 2 | 8 | 3 | 17 | 2 |
| Technicians | 0 | 0 | 0 | 1 | 7 | 1 | 10 | 6 | 6 | 0 | 5 | 1 | 8 | 2 |
| Professionals | 0 | 0 | 1 | 1 | 9 | 2 | 25 | 1 | 10 | 6 | 8 | 0 | 20 | 1 |
| Managers | 0 | 0 | 0 | 0 | 5 | 1 | 18 | 7 | 12 | 4 | 21 | 2 | 56 | 8 |
| Service | | | | | | | | | | | | | | |
| Service | 2 | 4 | 8 | 22 | 9 | 50 | 12 | 61 | 5 | 34 | 4 | 20 | 20 | 24 |
| Operative | 0 | 0 | 0 | 0 | 2 | 0 | 1 | 1 | 0 | 0 | 0 | 1 | 6 | 1 |
| Craft | 0 | 0 | 0 | 0 | 1 | 2 | 3 | 1 | 4 | 0 | 4 | 0 | 12 | 0 |
| Office/Clerical | 0 | 3 | 0 | 12 | 2 | 27 | 4 | 40 | 1 | 25 | 0 | 9 | 1 | 21 |
| Sales | 0 | 0 | 0 | 0 | 2 | 0 | 1 | 2 | 1 | 0 | 1 | 2 | 1 | 1 |
| Technicians | 0 | 0 | 3 | 2 | 6 | 12 | 5 | 19 | 6 | 13 | 2 | 7 | 3 | 14 |
| Professionals | 0 | 3 | 0 | 8 | 9 | 19 | 11 | 22 | 11 | 20 | 6 | 13 | 13 | 16 |
| Managers | 0 | 0 | 0 | 0 | 5 | 1 | 13 | 11 | 16 | 2 | 12 | 11 | 42 | 11 |

## TABLE G-10

## EMPLOYMENT OF MEN AND WOMEN

## BY SIZE OF COMMUNITY IN POPULATION, JOB CATEGORY, AND YEARS OF TOTAL WORK EXPERIENCE

| SIZE OF COMMUNITY IN POPULATION | LESS THAN ONE YEAR | | 1-2 YEARS | | 3-5 YEARS | | 6-10 YEARS | | 11-15 YEARS | | 16-20 YEARS | | MORE THAN 20 YEARS | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| AND JOB CATEGORY | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Under 2,500 | | | | | | | | | | | | | | |
| Service | 0 | 0 | 1 | 2 | 1 | 6 | 1 | 7 | 0 | 3 | 1 | 3 | 1 | 3 |
| Operative | 0 | 0 | 0 | 9 | 5 | 6 | 10 | 6 | 2 | 8 | 3 | 6 | 9 | 3 |
| Craft | 0 | 1 | 0 | 3 | 7 | 7 | 8 | 10 | 3 | 4 | 1 | 1 | 7 | 5 |
| Office/Clerical | 0 | 1 | 0 | 4 | 0 | 11 | 0 | 9 | 0 | 6 | 0 | 4 | 2 | 10 |
| Sales | 0 | 0 | 1 | 0 | 2 | 1 | 0 | 1 | 2 | 1 | 1 | 2 | 0 | 1 |
| Technicians | 0 | 0 | 0 | 1 | 1 | 1 | 0 | 1 | 2 | 1 | 0 | 1 | 0 | 0 |
| Professionals | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 1 |
| Managers | 0 | 0 | 0 | 0 | 2 | 0 | 3 | 2 | 4 | 0 | 2 | 3 | 7 | 1 |
| 2,500-10,000 | | | | | | | | | | | | | | |
| Service | 0 | 4 | 2 | 7 | 8 | 29 | 9 | 32 | 4 | 14 | 7 | 8 | 10 | 6 |
| Operative | 0 | 0 | 1 | 1 | 17 | 12 | 18 | 10 | 12 | 6 | 13 | 3 | 9 | 7 |
| Craft | 0 | 0 | 1 | 1 | 9 | 4 | 23 | 9 | 14 | 1 | 10 | 1 | 24 | 5 |
| Office/Clerical | 0 | 0 | 0 | 9 | 1 | 35 | 2 | 34 | 1 | 29 | 1 | 14 | 1 | 23 |
| Sales | 0 | 0 | 1 | 0 | 10 | 7 | 21 | 4 | 7 | 4 | 8 | 3 | 7 | 3 |
| Technicians | 0 | 0 | 1 | 3 | 3 | 4 | 4 | 8 | 5 | 6 | 1 | 4 | 7 | 7 |
| Professionals | 0 | 0 | 1 | 2 | 2 | 3 | 9 | 2 | 8 | 5 | 2 | 4 | 11 | 10 |
| Managers | 0 | 0 | 1 | 0 | 3 | 0 | 16 | 4 | 13 | 1 | 25 | 2 | 47 | 7 |
| Over 10,000 | | | | | | | | | | | | | | |
| Service | 2 | 2 | 10 | 21 | 18 | 42 | 23 | 48 | 12 | 42 | 11 | 23 | 45 | 39 |
| Operative | 1 | 0 | 10 | 9 | 43 | 25 | 76 | 34 | 46 | 21 | 31 | 17 | 129 | 39 |
| Craft | 0 | 0 | 2 | 2 | 28 | 9 | 73 | 22 | 67 | 15 | 65 | 12 | 252 | 21 |
| Office/Clerical | 1 | 5 | 6 | 61 | 17 | 216 | 32 | 305 | 15 | 173 | 9 | 104 | 19 | 214 |
| Sales | 1 | 0 | 6 | 16 | 26 | 38 | 52 | 60 | 39 | 24 | 33 | 17 | 64 | 38 |
| Technicians | 0 | 0 | 9 | 7 | 24 | 23 | 52 | 32 | 32 | 20 | 30 | 15 | 45 | 20 |
| Professionals | 0 | 3 | 5 | 11 | 29 | 25 | 65 | 34 | 57 | [illegible] | 33 | 17 | 86 | 31 |
| Managers | 0 | 0 | 3 | 2 | 25 | 12 | 87 | 36 | 96 | 25 | 104 | 30 | 305 | 54 |

## TABLE G-11

## EMPLOYMENT OF MEN AND WOMEN

## BY GEOGRAPHIC AREA, JOB CATEGORY, AND YEARS OF TOTAL WORK EXPERIENCE

| GEOGRAPHIC AREA AND JOB CATEGORY | LESS THAN ONE YEAR | | 1-2 YEARS | | 3-5 YEARS | | 6-10 YEARS | | 11-15 YEARS | | 16-20 YEARS | | MORE THAN 20 YEARS | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| **Central Iowa** | | | | | | | | | | | | | | |
| Service | 2 | 1 | 5 | 9 | 5 | 15 | 9 | 16 | 5 | 11 | 7 | 4 | 17 | 8 |
| Operative | 0 | 0 | 3 | 0 | 14 | 2 | 14 | 3 | 7 | 1 | 8 | 0 | 38 | 1 |
| Craft | 0 | 0 | 0 | 1 | 6 | 4 | 13 | 6 | 8 | 3 | 13 | 1 | 33 | 1 |
| Office/Clerical | 0 | 2 | 4 | 17 | 13 | 60 | 11 | 88 | 7 | 49 | 3 | 33 | 4 | 49 |
| Sales | 1 | 0 | 4 | 7 | 14 | 11 | 18 | 8 | 13 | 7 | 15 | 3 | 31 | 13 |
| Technicians | 0 | 0 | 1 | 6 | 11 | 5 | 18 | 10 | 10 | 7 | 11 | 4 | 12 | 3 |
| Professionals | 0 | 3 | 0 | 6 | 10 | 10 | 27 | 12 | 17 | 6 | 9 | 2 | 27 | 5 |
| Managers | 0 | 0 | 0 | 1 | 7 | 4 | 29 | 17 | 32 | 5 | 28 | 7 | 90 | 18 |
| **Southwest Iowa** | | | | | | | | | | | | | | |
| Service | 0 | 0 | 1 | 2 | 6 | 8 | 8 | 12 | 3 | 6 | 2 | 2 | 6 | 4 |
| Operative | 1 | 0 | 0 | 5 | 5 | 7 | 13 | 8 | 9 | 6 | 4 | 2 | 5 | 3 |
| Craft | 0 | 0 | 1 | 0 | 6 | 0 | 9 | 2 | 6 | 1 | 12 | 0 | 25 | 2 |
| Office/Clerical | 0 | 0 | 0 | 5 | 0 | 7 | 1 | 12 | 1 | 18 | 2 | 7 | 3 | 13 |
| Sales | 0 | 0 | 1 | 0 | 4 | 2 | 8 | 2 | 3 | 3 | 4 | 3 | 4 | 0 |
| Technicians | 0 | 0 | 0 | 1 | 2 | 3 | 3 | 7 | 5 | 3 | 0 | 5 | 6 | 4 |
| Professionals | 0 | 0 | 0 | 0 | 2 | 2 | 2 | 1 | 5 | 3 | 1 | 3 | 5 | 7 |
| Managers | 0 | 0 | 0 | 0 | 1 | 0 | 5 | 1 | 9 | 0 | 9 | 5 | 29 | 5 |
| **Northwest Iowa** | | | | | | | | | | | | | | |
| Service | 0 | 5 | 2 | 7 | 7 | 17 | 4 | 18 | 2 | 10 | 3 | 8 | 15 | 6 |
| Operative | 0 | 0 | 2 | 1 | 21 | 12 | 21 | 13 | 12 | 9 | 14 | 6 | 34 | 7 |
| Craft | 0 | 0 | 1 | 3 | 16 | 9 | 17 | 17 | 9 | 6 | 12 | 5 | 44 | 4 |
| Office/Clerical | 0 | 0 | 1 | 15 | 1 | 34 | 7 | 51 | 1 | 31 | 0 | 11 | 4 | 26 |
| Sales | 0 | 0 | 1 | 2 | 1 | 7 | 3 | 7 | 1 | 6 | 7 | 4 | 4 | 7 |
| Technicians | 0 | 0 | 2 | 1 | 5 | 2 | 8 | 9 | 6 | 6 | 3 | 2 | 5 | 7 |
| Professionals | 0 | 0 | 0 | 0 | 2 | 8 | 7 | 9 | 13 | 10 | 5 | 5 | 14 | 8 |
| Managers | 0 | 0 | 1 | 0 | 7 | 1 | 17 | 4 | 15 | 3 | 17 | 3 | 49 | 8 |
| **Northeast Iowa** | | | | | | | | | | | | | | |
| Service | 0 | 0 | 5 | 8 | 7 | 14 | 6 | 16 | 4 | 14 | 4 | 8 | 7 | 13 |
| Operative | 0 | 0 | 1 | 2 | 15 | 4 | 19 | 5 | 16 | 3 | 12 | 2 | 36 | 20 |
| Craft | 0 | 1 | 1 | 2 | 8 | 6 | 33 | 8 | 30 | 2 | 17 | 2 | 85 | 12 |
| Office/Clerical | 1 | 2 | 0 | 20 | 3 | 85 | 6 | 93 | 4 | 59 | 3 | 32 | 8 | 73 |
| Sales | 0 | 0 | 0 | 6 | 9 | 15 | 28 | 36 | 19 | 8 | 12 | 7 | 19 | 11 |
| Technicians | 0 | 0 | 4 | 1 | 6 | 10 | 10 | 7 | 3 | 4 | 9 | 3 | 16 | 5 |
| Professionals | 0 | 0 | 2 | 4 | 11 | 4 | 21 | 10 | 13 | 10 | 9 | 4 | 27 | 14 |
| Managers | 0 | 0 | 3 | 1 | 7 | 3 | 34 | 8 | 27 | 6 | 42 | 10 | 90 | 16 |
| **Southeast Iowa** | | | | | | | | | | | | | | |
| Service | 0 | 0 | 0 | 4 | 2 | 23 | 6 | 25 | 2 | 18 | 3 | 12 | 11 | 17 |
| Operative | 0 | 0 | 5 | 11 | 10 | 18 | 37 | 21 | 16 | 16 | 9 | 16 | 44 | 18 |
| Craft | 0 | 0 | 0 | 0 | 8 | 1 | 32 | 8 | 31 | 8 | 22 | 6 | 96 | 12 |
| Office/Clerical | 0 | 2 | 1 | 17 | 1 | 76 | 9 | 104 | 3 | 51 | 2 | 39 | 3 | 86 |
| Sales | 0 | 0 | 2 | 1 | 10 | 11 | 16 | 12 | 12 | 5 | 4 | 5 | 13 | 11 |
| Technicians | 0 | 0 | 3 | 2 | 4 | 8 | 17 | 8 | 15 | 7 | 8 | 6 | 13 | 8 |
| Professionals | 0 | 0 | 4 | 3 | 6 | 4 | 18 | 4 | 18 | 11 | 11 | 7 | 25 | 8 |
| Managers | 0 | 0 | 0 | 0 | 8 | 4 | 21 | 12 | 30 | 12 | 35 | 10 | 101 | 15 |

# TABLE G-12

## EMPLOYMENT OF MEN AND WOMEN

## BY SIZE OF FIRM IN NUMBER OF EMPLOYEES, JOB CATEGORY, AND YEARS OF TOTAL WORK EXPERIENCE

| SIZE OF FIRM IN NUMBER OF EMPLOYEES & JOB CATEGORY | LESS THAN ONE YEAR | | 1-2 YEARS | | 3-5 YEARS | | 6-10 YEARS | | 11-15 YEARS | | 16-20 YEARS | | MORE THAN 20 YEARS | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| **1-49** | | | | | | | | | | | | | | |
| Service | 0 | 0 | 5 | 5 | 2 | 11 | 3 | 15 | 2 | 8 | 1 | 2 | 4 | 2 |
| Operative | 0 | 0 | 0 | 0 | [illegible] | 0 | 2 | 0 | 1 | 0 | 3 | 0 | 7 | 1 |
| Craft | 0 | 0 | 1 | 0 | 3 | 0 | 6 | 1 | 12 | 1 | 6 | 0 | 19 | 1 |
| Office/Clerical | 0 | 0 | 0 | 4 | [illegible] | 17 | 2 | 20 | 3 | 16 | 0 | 5 | 2 | 12 |
| Sales | 1 | 0 | 1 | 5 | [illegible] | 13 | 28 | 13 | 24 | 10 | 16 | 6 | 22 | 10 |
| Technicians | 0 | 0 | 0 | 0 | 2 | 3 | 4 | 1 | 2 | 0 | 2 | 3 | 5 | 0 |
| Professionals | 0 | 0 | 0 | 0 | 2 | 0 | 3 | 1 | 5 | 3 | 1 | 0 | 3 | 3 |
| Managers | 0 | 0 | 2 | 1 | 7 | 2 | 23 | 5 | 11 | 0 | 11 | 4 | 29 | 5 |
| **50-99** | | | | | | | | | | | | | | |
| Service | 0 | 3 | 2 | 7 | 1 | 16 | 2 | 15 | 3 | 9 | 4 | 8 | 2 | 6 |
| Operative | 0 | 0 | 0 | 2 | 7 | 2 | 11 | 3 | 13 | 0 | 11 | 2 | 30 | 2 |
| Craft | 0 | 1 | 0 | 1 | 2 | 3 | 13 | 7 | 10 | 1 | 7 | 2 | 14 | 1 |
| Office/Clerical | 0 | 0 | 0 | 4 | 1 | 11 | 1 | 26 | 2 | 23 | 0 | 15 | 3 | 16 |
| Sales | 0 | 0 | 3 | 4 | 11 | 12 | 23 | 14 | 5 | 5 | 10 | 3 | 10 | 11 |
| Technicians | 0 | 0 | 1 | 2 | 2 | 2 | 6 | 1 | 4 | 3 | 7 | 1 | 5 | 2 |
| Professionals | 0 | 0 | 0 | 0 | 1 | 0 | 3 | 3 | 2 | 1 | 3 | 3 | 7 | 7 |
| Managers | 0 | 0 | 1 | 0 | 7 | 1 | 14 | 5 | 15 | 1 | 22 | 2 | 40 | 7 |
| **100-249** | | | | | | | | | | | | | | |
| Service | 0 | 2 | 2 | 13 | 10 | 30 | 9 | 31 | 3 | 24 | 8 | 12 | 29 | 15 |
| Operative | 1 | 0 | 6 | 9 | 18 | 19 | 37 | 14 | 20 | 10 | 17 | 6 | 55 | 15 |
| Craft | 0 | 0 | 0 | 2 | 11 | 7 | 41 | 8 | 24 | 6 | 21 | 4 | 101 | 12 |
| Office/Clerical | 0 | 2 | 2 | 32 | 1 | 108 | 9 | 128 | 2 | 64 | 3 | 35 | 6 | 62 |
| Sales | 0 | 0 | 0 | 1 | 4 | 11 | 11 | 20 | 13 | 5 | 11 | 7 | 21 | 11 |
| Technicians | 0 | 0 | 0 | 5 | 5 | 3 | 14 | 15 | 7 | 7 | 5 | 5 | 9 | 8 |
| Professionals | 0 | 0 | 1 | 3 | 10 | 7 | 22 | 4 | 18 | 12 | 4 | 5 | 29 | 12 |
| Managers | 0 | 0 | 0 | 1 | 5 | 3 | 26 | 11 | 36 | 15 | 34 | 11 | 104 | 19 |
| **250-499** | | | | | | | | | | | | | | |
| Service | 0 | 0 | 1 | 1 | 8 | 9 | 6 | 13 | 5 | 6 | 2 | 5 | 10 | 9 |
| Operative | 0 | 0 | 3 | 1 | 23 | 10 | 25 | 13 | 13 | 10 | 7 | 5 | 13 | 5 |
| Craft | 0 | 0 | 1 | 2 | 17 | 7 | 15 | 21 | 16 | 7 | 15 | 4 | 59 | 4 |
| Office/Clerical | 1 | 4 | 2 | 22 | 1 | 65 | 7 | 90 | 3 | 53 | 2 | 25 | 3 | 50 |
| Sales | 0 | 0 | 1 | 5 | 2 | 10 | 8 | 16 | 3 | 6 | 4 | 5 | 11 | 9 |
| Technicians | 0 | 0 | 5 | 1 | 5 | 10 | 11 | 8 | 13 | 6 | 3 | 4 | 6 | 4 |
| Professionals | 0 | 0 | 0 | 4 | 9 | 9 | 22 | 10 | 14 | 12 | 12 | 5 | 29 | 9 |
| Managers | 0 | 0 | 0 | 0 | 10 | 4 | 26 | 12 | 29 | 6 | 39 | 10 | 98 | 14 |
| **500 and Over** | | | | | | | | | | | | | | |
| Service | 2 | 1 | 3 | 4 | 6 | 11 | 13 | 13 | 3 | 12 | 4 | 7 | 11 | 16 |
| Operative | 0 | 6 | 2 | 7 | 14 | 12 | 28 | 20 | 13 | 15 | 9 | 13 | 42 | 26 |
| Craft | 0 | 0 | 1 | 1 | 11 | 3 | 29 | 4 | 21 | 5 | 27 | 4 | 90 | 13 |
| Office/Clerical | 0 | 0 | 2 | 12 | 12 | 61 | 15 | 84 | 6 | 52 | 5 | 42 | 8 | 107 |
| Sales | 0 | 0 | 0 | 1 | 4 | 1 | 3 | 2 | 3 | 3 | 1 | 1 | 7 | 1 |
| Technicians | 0 | 0 | 4 | 3 | 14 | 10 | 21 | 16 | 13 | 11 | 14 | 7 | 27 | 13 |
| Professionals | 0 | 3 | 5 | 6 | 8 | 12 | 25 | 18 | 27 | 12 | 15 | 8 | 30 | 11 |
| Managers | 0 | 0 | 1 | 0 | 1 | 2 | 17 | 9 | 22 | 4 | 25 | 8 | 88 | 17 |

### TABLE G-13

### EMPLOYMENT OF MEN AND WOMEN

### BY TYPE OF INDUSTRY, JOB CATEGORY, AND YEARS OF EXPERIENCE WITH CURRENT EMPLOYER

| TYPE OF INDUSTRY AND JOB CATEGORY | LESS THAN ONE YEAR | | 1-2 YEARS | | 3-5 YEARS | | 6-10 YEARS | | 11-15 YEARS | | 16-20 YEARS | | MORE THAN 20 YEARS | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| **Agriculture, Construction** | | | | | | | | | | | | | | |
| Service | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Operative | 0 | 0 | 4 | 0 | 3 | 0 | 7 | 0 | 1 | 0 | 0 | 0 | 3 | 0 |
| Craft | 0 | 0 | 1 | 0 | 4 | 0 | 3 | 0 | 0 | 0 | 2 | 0 | 2 | 0 |
| Office/Clerical | 0 | 1 | 0 | 13 | 0 | 14 | 0 | 9 | 0 | 1 | 0 | 1 | 0 | 0 |
| Sales | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Technicians | 0 | 0 | 2 | 3 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Professionals | 0 | 0 | 4 | 0 | 3 | 2 | 3 | 0 | 2 | 0 | 0 | 0 | 1 | 0 |
| Managers | 0 | 0 | 6 | 1 | 5 | 0 | 5 | 0 | 3 | 0 | 2 | 0 | 6 | 0 |
| **Manufacturing** | | | | | | | | | | | | | | |
| Service | 0 | 5 | 28 | 23 | 12 | 17 | 10 | 22 | 4 | 4 | 2 | 6 | 4 | 3 |
| Operative | 10 | 10 | 57 | 60 | 89 | 48 | 51 | 38 | 19 | 19 | 18 | 11 | 16 | 13 |
| Craft | 6 | 4 | 47 | 31 | 90 | 21 | 80 | 19 | 41 | 8 | 22 | 4 | 51 | 11 |
| Office/Clerical | 1 | 17 | 6 | 154 | 9 | 107 | 3 | 84 | 5 | 52 | 1 | 26 | 4 | 30 |
| Sales | 0 | 2 | 5 | 5 | 5 | 3 | 9 | 4 | 2 | 0 | 4 | 0 | 5 | 0 |
| Technicians | 0 | 5 | 28 | 24 | 23 | 14 | 21 | 9 | 7 | 4 | 4 | 2 | 9 | 3 |
| Professionals | 1 | 0 | 22 | 16 | 27 | 7 | 29 | 10 | 15 | 6 | 12 | 1 | 12 | 4 |
| Managers | 2 | 0 | 31 | 1 | 56 | 6 | 54 | 6 | 45 | 8 | 25 | 5 | 45 | 3 |
| **Transportation, Utilities** | | | | | | | | | | | | | | |
| Service | 0 | 0 | 3 | 2 | 1 | 3 | 2 | 1 | 1 | 0 | 1 | 0 | 1 | 1 |
| Operative | 2 | 2 | 21 | 4 | 20 | 1 | 15 | 1 | 3 | 2 | 1 | 0 | 14 | 0 |
| Craft | 2 | 0 | 10 | 1 | 14 | 1 | 24 | 3 | 7 | 3 | 14 | 1 | 60 | 2 |
| Office/Clerical | 0 | 1 | 22 | 40 | 8 | 33 | 3 | 42 | 3 | 23 | 1 | 15 | 6 | 28 |
| Sales | 0 | 0 | 2 | 6 | 2 | 0 | 4 | 3 | 3 | 2 | 3 | 0 | 6 | 0 |
| Technicians | 0 | 0 | 2 | 2 | 3 | 1 | 3 | 1 | 5 | 0 | 4 | 0 | 9 | 2 |
| Professionals | 0 | 0 | 4 | 1 | 3 | 0 | 7 | 0 | 1 | 6 | 4 | 1 | 11 | 1 |
| Managers | 0 | 0 | 2 | 2 | 6 | 8 | 13 | 13 | 12 | 6 | 15 | 8 | 48 | 16 |
| **Wholesale and Retail Trade** | | | | | | | | | | | | | | |
| Service | 4 | 4 | 11 | 11 | 11 | 8 | 2 | 10 | 2 | 2 | 1 | 0 | 2 | 1 |
| Operative | 6 | 1 | 21 | 1 | 16 | 2 | 12 | 1 | 4 | 0 | 3 | 0 | 3 | 2 |
| Craft | 0 | 1 | 18 | 10 | 21 | 3 | 20 | 2 | 12 | 4 | 4 | 1 | 9 | 2 |
| Office/Clerical | 1 | 6 | 4 | 54 | 2 | 29 | 1 | 19 | 0 | 19 | 0 | 5 | 0 | 7 |
| Sales | 12 | 10 | 56 | 54 | 52 | 31 | 26 | 40 | 12 | 19 | 10 | 6 | 5 | 4 |
| Technicians | 0 | 0 | 6 | 3 | 8 | 0 | 10 | 1 | 7 | 1 | 2 | 1 | 0 | 0 |
| Professionals | 0 | 0 | 7 | 8 | 6 | 1 | 7 | 4 | 3 | 2 | 1 | 0 | 4 | 1 |
| Managers | 0 | 1 | 30 | 9 | 31 | 10 | 47 | 2 | 16 | 5 | 12 | 7 | 24 | 4 |
| **Finance, Insurance** | | | | | | | | | | | | | | |
| Service | 0 | 1 | 2 | 2 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 |
| Operative | 0 | 1 | 6 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Craft | 0 | 0 | 2 | 1 | 2 | 0 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| Office/Clerical | 2 | 21 | 7 | 152 | 3 | 49 | 5 | 37 | 0 | 23 | 1 | 7 | 1 | 13 |
| Sales | 0 | 2 | 19 | 10 | 13 | 9 | 14 | 2 | 3 | 0 | 0 | 1 | 4 | 2 |
| Technicians | 1 | 0 | 12 | 1 | 3 | 5 | 11 | 3 | 5 | 2 | 1 | 0 | 3 | 0 |
| Professionals | 1 | 2 | 26 | 1 | 13 | 4 | 17 | 1 | 2 | 2 | 5 | 1 | 3 | 0 |
| Managers | 2 | 0 | 16 | 4 | 14 | 2 | 33 | 5 | 16 | 5 | 14 | 2 | 17 | 4 |
| **Service** | | | | | | | | | | | | | | |
| Service | 12 | 24 | 30 | 81 | 8 | 57 | 5 | 36 | 2 | 8 | 0 | 3 | 3 | 6 |
| Operative | 1 | 0 | 2 | 1 | 1 | 1 | 3 | 0 | 0 | 0 | 1 | 1 | 1 | 0 |
| Craft | 3 | 0 | 7 | 1 | 6 | 1 | 5 | 1 | 1 | 0 | 1 | 0 | 1 | 0 |
| Office/Clerical | 0 | 11 | 5 | 45 | 2 | 37 | 0 | 18 | 0 | 17 | 1 | 5 | 0 | 3 |
| Sales | 0 | 1 | 3 | 0 | 0 | 2 | 1 | 0 | 1 | 0 | 1 | 1 | 0 | 1 |
| Technicians | 1 | 1 | 9 | 22 | 8 | 18 | 3 | 17 | 1 | 6 | 3 | 1 | 0 | 2 |
| Professionals | 3 | 9 | 20 | 34 | 15 | 28 | 6 | 13 | 4 | 10 | 1 | 2 | 1 | 5 |
| Managers | 1 | 1 | 23 | 7 | 17 | 7 | 23 | 11 | 11 | 4 | 7 | 3 | 6 | 3 |

## TABLE G-14

## EMPLOYMENT OF MEN AND WOMEN

## BY SIZE OF COMMUNITY IN POPULATION, JOB CATEGORY, AND YEARS OF EXPERIENCE WITH CURRENT EMPLOYER

| SIZE OF COMMUNITY IN POPULATION AND JOB CATEGORY | LESS THAN ONE YEAR |  | 1-2 YEARS |  | 3-5 YEARS |  | 6-10 YEARS |  | 11-15 YEARS |  | 16-20 YEARS |  | MORE THAN 20 YEARS |  |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
|  | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Under 2,500 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Service | 0 | 0 | 3 | 7 | 1 | 8 | 0 | 7 | 0 | 0 | 0 | 1 | 1 | 1 |
| Operative | 1 | 1 | 3 | 14 | 10 | 10 | 9 | 8 | 1 | 2 | 3 | 0 | 2 | 3 |
| Craft | 0 | 3 | 6 | 8 | 9 | 6 | 7 | 9 | 1 | 1 | 1 | 1 | 2 | 4 |
| Office/Clerical | 0 | 0 | 0 | 12 | 0 | 24 | 1 | 5 | 0 | 4 | 1 | 0 | 0 | 0 |
| Sales | 0 | 0 | 2 | 1 | 4 | 2 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| Technicians | 0 | 0 | 1 | 3 | 0 | 0 | 2 | 1 | 0 | 0 | 6 | 1 | 0 | 0 |
| Professionals | 0 | 0 | 0 | 0 | 2 | 0 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Managers | 0 | 0 | 5 | 0 | 3 | 3 | 5 | 1 | 3 | 0 | 2 | 1 | 0 | 1 |
| 2,500-10,000 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Service | 0 | 12 | 22 | 36 | 12 | 35 | 3 | 14 | 1 | 3 | 2 | 0 | 1 | 1 |
| Operative | 1 | 2 | 24 | 22 | 31 | 8 | 11 | 4 | 1 | 0 | 1 | 1 | 1 | 1 |
| Craft | 1 | 1 | 27 | 9 | 30 | 7 | 16 | 2 | 1 | 1 | 3 | 0 | 3 | 1 |
| Office/Clerical | 0 | 5 | 2 | 46 | 3 | 33 | 1 | 34 | 0 | 15 | 0 | 6 | 0 | 6 |
| Sales | 0 | 0 | 14 | 6 | 17 | 6 | 14 | 5 | 4 | 3 | 3 | 1 | 2 | 0 |
| Technicians | 1 | 0 | 6 | 10 | 8 | 11 | 3 | 8 | 1 | 4 | 0 | 1 | 2 | 1 |
| Professionals | 1 | 0 | 9 | 9 | 7 | 6 | 7 | 2 | 4 | 7 | 2 | 0 | 3 | 2 |
| Managers | 0 | 0 | 12 | 2 | 30 | 1 | 25 | 2 | 9 | 4 | 12 | 2 | 17 | 3 |
| Over 10,000 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Service | 16 | 22 | 50 | 76 | 20 | 42 | 16 | 48 | 10 | 11 | 2 | 8 | 8 | 9 |
| Operative | 17 | 11 | 84 | 31 | 89 | 34 | 68 | 28 | 25 | 19 | 19 | 11 | 34 | 11 |
| Craft | 10 | 1 | 52 | 27 | 98 | 13 | 111 | 15 | 60 | 11 | 39 | 5 | 118 | 10 |
| Office/Clerical | 4 | 52 | 42 | 400 | 21 | 212 | 10 | 170 | 8 | 116 | 7 | 53 | 11 | 75 |
| Sales | 12 | 15 | 69 | 68 | 52 | 37 | 40 | 41 | 17 | 18 | 15 | 7 | 18 | 7 |
| Technicians | 1 | 6 | 52 | 42 | 37 | 27 | 44 | 25 | 24 | 9 | 14 | 2 | 19 | 6 |
| Professionals | 4 | 11 | 74 | 51 | 64 | 36 | 60 | 25 | 23 | 19 | 21 | 5 | 29 | 9 |
| Managers | 5 | 2 | 91 | 22 | 96 | 29 | 145 | 34 | 91 | 24 | 61 | 22 | 129 | 26 |

## TABLE G-15

## EMPLOYMENT OF MEN AND WOMEN

## BY GEOGRAPHIC AREA, JOB CATEGORY, AND YEARS OF EXPERIENCE WITH CURRENT EMPLOYER

| GEOGRAPHIC AREA AND JOB CATEGORY | LESS THAN ONE YEAR | | 1-2 YEARS | | 3-5 YEARS | | 6-10 YEARS | | 11-15 YEARS | | 16-20 YEARS | | MORE THAN 20 YEARS | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Central Iowa | | | | | | | | | | | | | | |
| Service | 14 | 7 | 20 | 26 | 8 | 17 | 3 | 9 | 1 | 1 | 1 | 2 | 4 | 2 |
| Operative | 8 | 2 | 28 | 2 | 17 | 1 | 16 | 1 | 4 | 1 | 6 | 0 | 4 | 0 |
| Craft | 2 | 1 | 14 | 8 | 15 | 2 | 15 | 2 | 7 | 2 | 7 | 0 | 14 | 1 |
| Office/Clerical | 3 | 20 | 19 | 117 | 11 | 57 | 3 | 49 | 2 | 29 | 2 | 9 | 2 | 16 |
| Sales | 7 | 4 | 36 | 20 | 18 | 7 | 15 | 12 | 5 | 5 | 7 | 0 | 9 | 1 |
| Technicians | 1 | 1 | 17 | 16 | 13 | 6 | 14 | 7 | 10 | 4 | 4 | 0 | 5 | 1 |
| Professionals | 1 | 8 | 30 | 15 | 19 | 11 | 19 | 3 | 6 | 5 | 6 | 1 | 9 | 1 |
| Managers | 3 | 1 | 25 | 6 | 24 | 8 | 50 | 12 | 24 | 7 | 21 | 9 | 38 | 9 |
| Southwest Iowa | | | | | | | | | | | | | | |
| Service | 0 | 2 | 15 | 12 | 8 | 6 | 2 | 10 | 0 | 2 | 0 | 1 | 1 | 1 |
| Operative | 1 | 1 | 13 | 17 | 17 | 8 | 4 | 5 | 0 | 0 | 0 | 0 | 2 | 0 |
| Craft | 1 | 0 | 21 | 3 | 16 | 0 | 8 | 1 | 1 | 1 | 1 | 0 | 11 | 0 |
| Office/Clerical | 0 | 1 | 0 | 17 | 3 | 13 | 0 | 18 | 1 | 9 | 0 | 4 | 3 | 1 |
| Sales | 0 | 0 | 7 | 1 | 6 | 2 | 6 | 5 | 2 | 1 | 2 | 0 | 1 | 0 |
| Technicians | 0 | 0 | 4 | 8 | 7 | 10 | 1 | 3 | 0 | 0 | 1 | 1 | 3 | 1 |
| Professionals | 0 | 0 | 3 | 3 | 3 | 6 | 2 | 2 | 2 | 3 | 2 | 0 | 3 | 2 |
| Managers | 0 | 0 | 9 | 14 | 14 | 3 | 12 | 5 | 5 | 0 | 6 | 0 | 7 | 3 |
| Northwest Iowa | | | | | | | | | | | | | | |
| Service | 0 | 11 | 15 | 23 | 8 | 24 | 3 | 9 | 2 | 3 | 2 | 2 | 4 | 0 |
| Operative | 3 | 2 | 22 | 14 | 34 | 12 | 21 | 13 | 5 | 4 | 4 | 2 | 6 | 0 |
| Craft | 6 | 1 | 14 | 18 | 34 | 13 | 18 | 8 | 12 | 2 | 6 | 2 | 9 | 0 |
| Office/Clerical | 0 | 7 | 6 | 57 | 6 | 48 | 1 | 24 | 0 | 19 | 1 | 7 | 0 | 5 |
| Sales | 1 | 2 | 4 | 11 | 3 | 4 | 3 | 8 | 1 | 6 | 2 | 2 | 3 | 0 |
| Technicians | 0 | 0 | 14 | 8 | 5 | 6 | 5 | 8 | 4 | 3 | 0 | 2 | 0 | 0 |
| Professionals | 0 | 1 | 6 | 12 | 14 | 10 | 9 | 7 | 6 | 7 | 3 | 0 | 4 | 3 |
| Managers | 0 | 0 | 19 | 1 | 23 | 4 | 24 | 3 | 15 | 4 | 8 | 4 | 18 | 3 |
| Northeast Iowa | | | | | | | | | | | | | | |
| Service | 2 | 4 | 15 | 34 | 7 | 10 | 4 | 18 | 3 | 4 | 1 | 0 | 1 | 3 |
| Operative | 0 | 0 | 24 | 7 | 28 | 5 | 25 | 4 | 9 | 5 | 7 | 4 | 6 | 11 |
| Craft | 0 | 3 | 17 | 11 | 33 | 3 | 54 | 7 | 17 | 0 | 9 | 2 | 44 | 7 |
| Office/Clerical | 1 | 14 | 9 | 140 | 1 | 63 | 5 | 66 | 4 | 35 | 1 | 15 | 4 | 32 |
| Sales | 3 | 5 | 20 | 31 | 30 | 19 | 19 | 16 | 7 | 6 | 5 | 3 | 4 | 3 |
| Technicians | 0 | 1 | 12 | 13 | 13 | 6 | 8 | 5 | 5 | 2 | 3 | 0 | 7 | 3 |
| Professionals | 0 | 2 | 28 | 16 | 17 | 9 | 18 | 8 | 6 | 5 | 6 | 2 | 8 | 4 |
| Managers | 1 | 0 | 27 | 6 | 35 | 10 | 50 | 5 | 27 | 7 | 20 | 8 | 42 | 8 |
| Southeast Iowa | | | | | | | | | | | | | | |
| Service | 0 | 10 | 10 | 24 | 2 | 29 | 7 | 23 | 5 | 4 | 0 | 4 | 0 | 5 |
| Operative | 7 | 9 | 24 | 27 | 34 | 26 | 22 | 17 | 9 | 11 | 6 | 6 | 19 | 4 |
| Craft | 2 | 0 | 19 | 4 | 39 | 8 | 39 | 7 | 25 | 8 | 20 | 2 | 45 | 7 |
| Office/Clerical | 0 | 15 | 10 | 127 | 3 | 88 | 3 | 52 | 1 | 43 | 0 | 24 | 2 | 27 |
| Sales | 1 | 4 | 18 | 12 | 16 | 13 | 11 | 8 | 6 | 3 | 2 | 3 | 3 | 3 |
| Technicians | 1 | 4 | 13 | 10 | 7 | 10 | 21 | 8 | 6 | 4 | 6 | 1 | 6 | 2 |
| Professionals | 4 | 0 | 16 | 14 | 20 | 6 | 21 | 8 | 7 | 6 | 6 | 2 | 8 | 1 |
| Managers | 1 | 1 | 28 | 11 | 33 | 8 | 39 | 12 | 32 | 10 | 20 | 4 | 41 | 7 |

## TABLE G-16

## EMPLOYMENT OF MEN AND WOMEN

## BY SIZE OF FIRM IN NUMBER OF EMPLOYEES, JOB CATEGORY, AND YEARS OF EXPERIENCE WITH CURRENT EMPLOYER

| SIZE OF FIRM IN NUMBER OF EMPLOYEES & JOB CATEGORY | LESS THAN ONE YEAR | | 1-2 YEARS | | 3-5 YEARS | | 6-10 YEARS | | 11-15 YEARS | | 16-20 YEARS | | MORE THAN 20 YEARS | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| **1-49** | | | | | | | | | | | | | | |
| Service | 3 | 10 | 8 | 17 | 5 | 10 | 0 | 6 | 1 | 0 | 0 | 0 | 0 | 0 |
| Operative | 1 | 0 | 7 | 0 | 3 | 1 | 4 | 0 | 0 | 0 | 1 | 0 | 1 | 0 |
| Craft | 0 | 0 | 10 | 1 | 9 | 0 | 9 | 1 | 5 | 0 | 8 | 0 | 7 | 1 |
| Office/Clerical | 0 | 3 | 2 | 29 | 3 | 17 | 0 | 12 | 1 | 6 | 1 | 3 | 0 | 4 |
| Sales | 2 | 7 | 35 | 15 | 29 | 9 | 23 | 12 | 11 | 10 | 5 | 2 | 7 | 1 |
| Technicians | 0 | 0 | 4 | 6 | 2 | 0 | 5 | 0 | 1 | 1 | 0 | 0 | 3 | 0 |
| Professionals | 0 | 0 | 2 | 2 | 6 | 2 | 3 | 3 | 1 | 0 | 1 | 0 | 1 | 0 |
| Managers | 0 | 0 | 17 | 7 | 17 | 1 | 20 | 3 | 7 | 2 | 9 | 1 | 13 | 3 |
| **50-99** | | | | | | | | | | | | | | |
| Service | 0 | 6 | 9 | 27 | 3 | 16 | 1 | 11 | 1 | 4 | 0 | 0 | 0 | 1 |
| Operative | 0 | 2 | 10 | 4 | 23 | 3 | 26 | 1 | 4 | 3 | 3 | 0 | 7 | 0 |
| Craft | 0 | 0 | 9 | 4 | 16 | 4 | 10 | 4 | 4 | 2 | 2 | 0 | 5 | 0 |
| Office/Clerical | 0 | 2 | 4 | 35 | 3 | 16 | 2 | 20 | 0 | 15 | 0 | 5 | 1 | 3 |
| Sales | 4 | 0 | 17 | 14 | 23 | 18 | 11 | 11 | 3 | 3 | 5 | 2 | 1 | 1 |
| Technicians | 0 | 0 | 3 | 5 | 5 | 3 | 7 | 1 | 6 | 0 | 2 | 2 | 2 | 0 |
| Professionals | 0 | 0 | 3 | 6 | 3 | 2 | 4 | 1 | 3 | 4 | 2 | 0 | 2 | 1 |
| Managers | 0 | 0 | 8 | 2 | 19 | 4 | 28 | 1 | 16 | 2 | 10 | 5 | 18 | 2 |
| **100-249** | | | | | | | | | | | | | | |
| Service | 2 | 9 | 25 | 44 | 12 | 40 | 6 | 24 | 6 | 2 | 4 | 3 | 8 | 5 |
| Operative | 9 | 7 | 43 | 24 | 47 | 15 | 25 | 12 | 8 | 4 | 14 | 2 | 8 | 8 |
| Craft | 5 | 2 | 28 | 11 | 35 | 6 | 47 | 8 | 18 | 3 | 14 | 3 | 52 | 7 |
| Office/Clerical | 0 | 27 | 8 | 182 | 7 | 86 | 1 | 65 | 2 | 39 | 0 | 12 | 5 | 21 |
| Sales | 1 | 3 | 18 | 18 | 16 | 9 | 14 | 15 | 3 | 2 | 5 | 3 | 3 | 5 |
| Technicians | 1 | 2 | 17 | 11 | 8 | 11 | 7 | 12 | 5 | 6 | 1 | 0 | 2 | 1 |
| Professionals | 1 | 2 | 25 | 12 | 17 | 8 | 16 | 5 | 8 | 10 | 7 | 2 | 10 | 4 |
| Managers | 2 | 1 | 32 | 6 | 34 | 7 | 43 | 14 | 23 | 12 | 24 | 7 | 45 | 13 |
| **250-499** | | | | | | | | | | | | | | |
| Service | 2 | 2 | 15 | 12 | 10 | 8 | 3 | 14 | 1 | 3 | 0 | 1 | 1 | 3 |
| Operative | 3 | 3 | 33 | 21 | 27 | 10 | 14 | 8 | 5 | 1 | 0 | 1 | 1 | 0 |
| Craft | 2 | 1 | 21 | 21 | 40 | 12 | 27 | 8 | 14 | 2 | 4 | 1 | 15 | 0 |
| Office/Clerical | 2 | 19 | 10 | 122 | 2 | 79 | 3 | 43 | 2 | 26 | 0 | 9 | 0 | 11 |
| Sales | 5 | 5 | 10 | 23 | 3 | 7 | 4 | 10 | 1 | 5 | 3 | 1 | 3 | 0 |
| Technicians | 1 | 2 | 13 | 14 | 13 | 8 | 12 | 6 | 2 | 1 | 1 | 2 | 1 | 0 |
| Professionals | 2 | 2 | 20 | 20 | 26 | 10 | 23 | 9 | 5 | 4 | 2 | 2 | 8 | 2 |
| Managers | 3 | 1 | 33 | 8 | 40 | 12 | 53 | 6 | 37 | 7 | 14 | 8 | 22 | 4 |
| **500 and Over** | | | | | | | | | | | | | | |
| Service | 9 | 7 | 18 | 19 | 3 | 12 | 9 | 14 | 2 | 5 | 0 | 5 | 1 | 2 |
| Operative | 6 | 4 | 18 | 18 | 30 | 23 | 19 | 19 | 10 | 13 | 5 | 9 | 20 | 7 |
| Craft | 4 | 0 | 17 | 7 | 37 | 4 | 41 | 4 | 21 | 6 | 15 | 2 | 44 | 7 |
| Office/Clerical | 2 | 6 | 20 | 90 | 9 | 71 | 6 | 69 | 3 | 49 | 3 | 30 | 5 | 42 |
| Sales | 0 | 0 | 5 | 5 | 2 | 2 | 2 | 1 | 3 | 1 | 0 | 0 | 6 | 0 |
| Technicians | 0 | 2 | 23 | 19 | 17 | 16 | 18 | 12 | 11 | 5 | 10 | 0 | 13 | 6 |
| Professionals | 2 | 7 | 32 | 20 | 21 | 20 | 23 | 10 | 10 | 8 | 11 | 1 | 11 | 4 |
| Managers | 0 | 0 | 18 | 1 | 19 | 9 | 31 | 13 | 20 | 5 | 18 | 4 | 48 | 8 |

## TABLE G-17

### EMPLOYMENT OF MEN AND WOMEN

### BY TYPE OF INDUSTRY, JOB CATEGORY, AND YEARS OF EXPERIENCE IN PRESENT POSITION

| TYPE OF INDUSTRY AND JOB CATEGORY | LESS THAN ONE YEAR | | 1-2 YEARS | | 3-5 YEARS | | 6-10 YEARS | | 11-15 YEARS | | 16-20 YEARS | | MORE THAN 20 YEARS | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Agriculture, Construction | | | | | | | | | | | | | | |
| Service | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Operative | 0 | 0 | 4 | 0 | 8 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Craft | 0 | 0 | 4 | 0 | 4 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 |
| Office/Clerical | 0 | 3 | 0 | 15 | 0 | 14 | 0 | 4 | 0 | 0 | 0 | 1 | 0 | 0 |
| Sales | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Technicians | 0 | 0 | 2 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Professionals | 2 | 0 | 4 | 0 | 4 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Managers | 1 | 1 | 11 | 0 | 8 | 0 | 5 | 0 | 0 | 0 | 1 | 0 | 1 | 0 |
| Manufacturing | | | | | | | | | | | | | | |
| Service | 4 | 11 | 28 | 25 | 12 | 18 | 7 | 14 | 2 | 3 | 2 | 7 | 3 | 2 |
| Operative | 18 | 17 | 95 | 75 | 78 | 54 | 36 | 29 | 12 | 11 | 13 | 5 | 4 | 7 |
| Craft | 12 | 7 | 14 | 40 | 87 | 21 | 71 | 16 | 21 | 5 | 9 | 4 | 22 | 4 |
| Office/Clerical | 1 | 25 | 13 | 217 | 8 | 113 | 4 | 58 | 2 | 34 | 0 | 13 | 1 | 10 |
| Sales | 1 | 2 | 12 | 7 | 5 | 3 | 5 | 2 | 2 | 0 | 3 | 0 | 2 | 0 |
| Technicians | 0 | 6 | 46 | 36 | 24 | 8 | 12 | 5 | 6 | 3 | 3 | 0 | 2 | 2 |
| Professionals | 2 | 0 | 46 | 23 | 38 | 9 | 22 | 7 | 4 | 5 | 3 | 0 | 3 | 0 |
| Managers | 4 | 1 | 101 | 10 | 80 | 9 | 47 | 3 | 12 | 4 | 6 | 1 | 9 | 1 |
| Transportation, Utilities | | | | | | | | | | | | | | |
| Service | 0 | 0 | 5 | 3 | 1 | 3 | 1 | 1 | 1 | 0 | 1 | 0 | 0 | 0 |
| Operative | 3 | 3 | 26 | 4 | 18 | 2 | 13 | 0 | 2 | 1 | 3 | 0 | 10 | 0 |
| Craft | 5 | 0 | 29 | 6 | 29 | 2 | 18 | 1 | 17 | 1 | 12 | 1 | 19 | 0 |
| Office/Clerical | 2 | 5 | 30 | 77 | 4 | 36 | 2 | 30 | 4 | 12 | 0 | 8 | 1 | 12 |
| Sales | 1 | 2 | 6 | 4 | 3 | 3 | 7 | 1 | 0 | 1 | 1 | 0 | 2 | 0 |
| Technicians | 0 | 0 | 6 | 4 | 4 | 0 | 9 | 1 | 1 | 0 | 3 | 1 | 3 | 0 |
| Professionals | 0 | 1 | 11 | 6 | 9 | 1 | 6 | 0 | 0 | 1 | 3 | 0 | 1 | 0 |
| Managers | 0 | 2 | 30 | 29 | 28 | 14 | 22 | 4 | 5 | 2 | 8 | 0 | 3 | 2 |
| Wholesale and Retail Trade | | | | | | | | | | | | | | |
| Service | 4 | 5 | 15 | 10 | 9 | 9 | 1 | 9 | 2 | 2 | 0 | 1 | 2 | 0 |
| Operative | 6 | 1 | 28 | 1 | 13 | 2 | 11 | 1 | 3 | 0 | 3 | 1 | 1 | 1 |
| Craft | 1 | 1 | 28 | 8 | 23 | 4 | 14 | 3 | 7 | 1 | 4 | 2 | 7 | 2 |
| Office/Clerical | 1 | 9 | 6 | 68 | 1 | 29 | 0 | 16 | 0 | 10 | 0 | 3 | 0 | 2 |
| Sales | 20 | 13 | 90 | 66 | 33 | 32 | 18 | 27 | 4 | 16 | 4 | 4 | 3 | 3 |
| Technicians | 1 | 0 | 15 | 3 | 4 | 1 | 9 | 1 | 3 | 0 | 1 | 1 | 0 | 0 |
| Professionals | 0 | 1 | 14 | 11 | 5 | 0 | 5 | 4 | 3 | 0 | 0 | 0 | 1 | 0 |
| Managers | 7 | 7 | 87 | 14 | 31 | 7 | 23 | 2 | 4 | 2 | 3 | 1 | 4 | 3 |
| Finance, Insurance | | | | | | | | | | | | | | |
| Service | 0 | 1 | 2 | 2 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| Operative | 0 | 1 | 7 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Craft | 0 | 0 | 2 | 1 | 2 | 0 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| Office/Clerical | 2 | 30 | 9 | 177 | 5 | 43 | 3 | 34 | 0 | 9 | 0 | 2 | 0 | 6 |
| Sales | 0 | 3 | 23 | 12 | 15 | 5 | 9 | 3 | 3 | 2 | 0 | 0 | 3 | 1 |
| Technicians | 1 | 1 | 19 | 6 | 7 | 2 | 8 | 2 | 1 | 0 | 0 | 0 | 0 | 0 |
| Professionals | 2 | 4 | 40 | 5 | 18 | 2 | 10 | 0 | 0 | 0 | 3 | 0 | 0 | 0 |
| Managers | 2 | 1 | 40 | 13 | 31 | 2 | 31 | 5 | 6 | 0 | 1 | 1 | 0 | 0 |
| Service | | | | | | | | | | | | | | |
| Service | 12 | 27 | 30 | 87 | 9 | 52 | 4 | 34 | 1 | 5 | 1 | 3 | 3 | 4 |
| Operative | 1 | 0 | 2 | 2 | 1 | 1 | 4 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| Craft | 3 | 0 | 9 | 1 | 7 | 2 | 3 | 0 | 1 | 0 | 1 | 0 | 0 | 0 |
| Office/Clerical | 2 | 18 | 4 | 58 | 1 | 34 | 0 | 12 | 0 | 10 | 0 | 2 | 0 | 3 |
| Sales | 0 | 2 | 3 | 1 | 1 | 0 | 1 | 1 | 1 | 0 | 0 | 1 | 0 | 0 |
| Technicians | 2 | 3 | 11 | 26 | 10 | 16 | 1 | 17 | 1 | 4 | 0 | 1 | 0 | 0 |
| Professionals | 4 | 10 | 23 | 48 | 16 | 23 | 2 | 13 | 3 | 4 | 1 | 0 | 1 | 3 |
| Managers | 2 | 4 | 43 | 19 | 22 | 3 | 13 | 8 | 3 | 2 | 4 | 0 | 1 | 0 |

## TABLE G-18

## EMPLOYMENT OF MEN AND WOMEN

## BY SIZE OF COMMUNITY IN POPULATION, JOB CATEGORY, AND YEARS OF EXPERIENCE IN PRESENT POSITION

| SIZE OF COMMUNITY IN POPULATION AND JOB CATEGORY | LESS THAN ONE YEAR | | 1-2 YEARS | | 3-5 YEARS | | 6-10 YEARS | | 11-15 YEARS | | 16-20 YEARS | | MORE THAN 20 YEARS | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Under 2,500 | | | | | | | | | | | | | | |
| Service | 0 | 1 | 3 | 8 | 1 | 11 | 0 | 2 | 0 | 0 | 0 | 2 | 1 | 0 |
| Operative | 0 | 1 | 10 | 16 | 6 | 11 | 8 | 5 | 3 | 2 | 1 | 1 | 1 | 2 |
| Craft | 1 | 3 | 11 | 9 | 8 | 6 | 4 | 7 | 1 | 1 | 1 | 1 | 0 | 4 |
| Office/Clerical | 0 | 0 | 0 | 17 | 0 | 20 | 1 | 4 | 1 | 4 | 0 | 0 | 0 | 0 |
| Sales | 0 | 0 | 5 | 2 | 1 | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 |
| Technicians | 0 | 0 | 2 | 4 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| Professionals | 0 | 0 | 2 | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Managers | 0 | 0 | 10 | 3 | 6 | 2 | 2 | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| 2,500-10,000 | | | | | | | | | | | | | | |
| Service | 1 | 14 | 23 | 41 | 10 | 30 | 2 | 13 | 0 | 1 | 3 | 1 | 1 | 0 |
| Operative | 1 | 3 | 32 | 24 | 27 | 8 | 7 | 3 | 1 | 0 | 2 | 0 | 0 | 1 |
| Craft | 1 | 1 | 43 | 12 | 22 | 7 | 13 | 0 | 1 | 1 | 0 | 0 | 1 | 0 |
| Office/Clerical | 0 | 6 | 3 | 68 | 3 | 30 | 0 | 22 | 0 | 12 | 0 | 3 | 0 | 3 |
| Sales | 1 | 0 | 30 | 11 | 11 | 2 | 8 | 4 | 1 | 3 | 2 | 1 | 1 | 0 |
| Technicians | 1 | 0 | 10 | 19 | 6 | 4 | 2 | 6 | 1 | 3 | 0 | 0 | 1 | 0 |
| Professionals | 2 | 1 | 13 | 14 | 13 | 5 | 3 | 2 | 1 | 3 | 0 | 0 | 1 | 1 |
| Managers | 0 | 0 | 42 | 3 | 39 | 3 | 13 | 7 | 5 | 1 | 2 | 0 | 4 | 0 |
| Over 10,000 | | | | | | | | | | | | | | |
| Service | 19 | 29 | 55 | 78 | 21 | 41 | 12 | 43 | 7 | 9 | 1 | 8 | 6 | 6 |
| Operative | 27 | 18 | 120 | 43 | 85 | 40 | 55 | 22 | 14 | 10 | 16 | 5 | 14 | 5 |
| Craft | 19 | 4 | 132 | 35 | 122 | 16 | 32 | 13 | 46 | 5 | 26 | 6 | 48 | 2 |
| Office/Clerical | 8 | 84 | 59 | 527 | 16 | 219 | 8 | 128 | 5 | 59 | 0 | 26 | 2 | 30 |
| Sales | 21 | 22 | 100 | 77 | 45 | 39 | 32 | 28 | 9 | 16 | 6 | 4 | 9 | 4 |
| Technicians | 3 | 10 | 87 | 55 | 43 | 23 | 37 | 20 | 11 | 3 | 7 | 3 | 4 | 2 |
| Professionals | 8 | 15 | 123 | 78 | 76 | 30 | 44 | 22 | 9 | 7 | 10 | 0 | 5 | 2 |
| Managers | 16 | 16 | 260 | 79 | 155 | 30 | 126 | 15 | 25 | 9 | 21 | 2 | 14 | 6 |

## TABLE 6-19

## EMPLOYMENT OF MEN AND WOMEN

## BY GEOGRAPHIC AREA, JOB CATEGORY, AND YEARS OF EXPERIENCE IN PRESENT POSITION

| GEOGRAPHIC AREA AND JOB CATEGORY | LESS THAN ONE YEAR | | 1-2 YEARS | | 3-5 YEARS | | 6-10 YEARS | | 11-15 YEARS | | 16-20 YEARS | | MORE THAN 20 YEARS | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Central Iowa | | | | | | | | | | | | | | |
| Service | 14 | 10 | 22 | 24 | 8 | 15 | 2 | 10 | 1 | 1 | 0 | 1 | 4 | 1 |
| Operative | 9 | 2 | 34 | 3 | 15 | 1 | 16 | 0 | 4 | 1 | 5 | 0 | 0 | 0 |
| Craft | 2 | 1 | 24 | 9 | 16 | 4 | 11 | 1 | 7 | 0 | 6 | 0 | 8 | 1 |
| Office/Clerical | 5 | 30 | 24 | 152 | 9 | 52 | 3 | 40 | 0 | 11 | 0 | 3 | 0 | 6 |
| Sales | 11 | 8 | 45 | 19 | 15 | 5 | 16 | 12 | 3 | 3 | 3 | 0 | 4 | 0 |
| Technicians | 2 | 2 | 31 | 20 | 14 | 7 | 14 | 5 | 1 | 1 | 1 | 0 | 1 | 0 |
| Professionals | 2 | 10 | 45 | 23 | 20 | 8 | 17 | 2 | 4 | 0 | 1 | 0 | 1 | 1 |
| Managers | 7 | 9 | 79 | 25 | 42 | 9 | 40 | 5 | 8 | 3 | 6 | 0 | 2 | 0 |
| Southwest Iowa | | | | | | | | | | | | | | |
| Service | 0 | 2 | 18 | 14 | 6 | 8 | 1 | 7 | 0 | 2 | 0 | 1 | 0 | 0 |
| Operative | 1 | 1 | 18 | 18 | 13 | 8 | 4 | 4 | 0 | 0 | 0 | 0 | 1 | 0 |
| Craft | 1 | 0 | 28 | 3 | 17 | 1 | 4 | 0 | 2 | 1 | 2 | 0 | 5 | 0 |
| Office/Clerical | 0 | 1 | 3 | 29 | 3 | 14 | 0 | 12 | 0 | 6 | 0 | 1 | 1 | 0 |
| Sales | 0 | 0 | 12 | 3 | 6 | 2 | 4 | 3 | 1 | 1 | 1 | 0 | 0 | 0 |
| Technicians | 0 | 1 | 6 | 11 | 6 | 7 | 2 | 4 | 0 | 0 | 0 | 0 | 2 | 0 |
| Professionals | 0 | 1 | 6 | 5 | 5 | 6 | 1 | 3 | 1 | 1 | 0 | 0 | 2 | 0 |
| Managers | 0 | 0 | 24 | 5 | 16 | 2 | 7 | 4 | 3 | 0 | 3 | 0 | 0 | 0 |
| Northwest Iowa | | | | | | | | | | | | | | |
| Service | 2 | 13 | 15 | 23 | 7 | 22 | 1 | 7 | 2 | 3 | 2 | 2 | 4 | 0 |
| Operative | 4 | 4 | 33 | 20 | 31 | 11 | 19 | 7 | 4 | 3 | 2 | 2 | 1 | 0 |
| Craft | 7 | 2 | 30 | 23 | 26 | 10 | 24 | 6 | 7 | 0 | 1 | 2 | 4 | 0 |
| Office/Clerical | 1 | 8 | 9 | 82 | 2 | 43 | 1 | 13 | 1 | 14 | 0 | 5 | 0 | 2 |
| Sales | 1 | 2 | 7 | 13 | 4 | 6 | 1 | 4 | 1 | 6 | 1 | 2 | 2 | 0 |
| Technicians | 0 | 1 | 17 | 14 | 5 | 3 | 5 | 5 | 1 | 3 | 0 | 1 | 0 | 0 |
| Professionals | 0 | 1 | 18 | 22 | 12 | 8 | 9 | 5 | 2 | 3 | 1 | 0 | 0 | 1 |
| Managers | 3 | 0 | 53 | 7 | 30 | 5 | 10 | 2 | 1 | 3 | 5 | 1 | 5 | 1 |
| Northeast Iowa | | | | | | | | | | | | | | |
| Service | 2 | 4 | 17 | 36 | 7 | 12 | 4 | 18 | 2 | 1 | 1 | 2 | 0 | 1 |
| Operative | 3 | 0 | 38 | 9 | 25 | 9 | 20 | 7 | 6 | 3 | 5 | 2 | 1 | 6 |
| Craft | 3 | 5 | 51 | 11 | 43 | 4 | 35 | 8 | 15 | 1 | 7 | 3 | 18 | 1 |
| Office/Clerical | 1 | 24 | 13 | 172 | 3 | 75 | 4 | 51 | 4 | 19 | 0 | 8 | 0 | 13 |
| Sales | 8 | 8 | 38 | 35 | 21 | 18 | 11 | 13 | 4 | 6 | 2 | 1 | 3 | 2 |
| Technicians | 1 | 1 | 21 | 16 | 11 | 6 | 7 | 3 | 5 | 1 | 1 | 0 | 2 | 2 |
| Professionals | 3 | 2 | 38 | 20 | 24 | 8 | 10 | 9 | 1 | 4 | 5 | 0 | 2 | 1 |
| Managers | 2 | 2 | 77 | 23 | 58 | 6 | 45 | 4 | 10 | 3 | 4 | 2 | 5 | 4 |
| Southeast Iowa | | | | | | | | | | | | | | |
| Service | 2 | 15 | 9 | 30 | 4 | 25 | 6 | 16 | 2 | 3 | 1 | 5 | 0 | 4 |
| Operative | 11 | 15 | 39 | 33 | 34 | 30 | 11 | 12 | 4 | 5 | 7 | 2 | 12 | 2 |
| Craft | 8 | 0 | 53 | 10 | 50 | 10 | 35 | 5 | 17 | 5 | 11 | 2 | 14 | 4 |
| Office/Clerical | 1 | 27 | 13 | 177 | 2 | 85 | 1 | 38 | 1 | 25 | 0 | 12 | 1 | 12 |
| Sales | 2 | 4 | 33 | 20 | 11 | 12 | 8 | 2 | 1 | 3 | 1 | 2 | 1 | 2 |
| Technicians | 1 | 5 | 24 | 17 | 14 | 4 | 11 | 9 | 5 | 2 | 5 | 2 | 0 | 0 |
| Professionals | 5 | 2 | 31 | 23 | 29 | 5 | 11 | 5 | 2 | 2 | 3 | 0 | 1 | 0 |
| Managers | 4 | 5 | 79 | 25 | 54 | 13 | 39 | 7 | 8 | 1 | 5 | 0 | 6 | 1 |

## TABLE G-20

## EMPLOYMENT OF MEN AND WOMEN

## BY SIZE OF FIRM IN NUMBER OF EMPLOYEES, JOB CATEGORY, AND YEARS OF EXPERIENCE IN PRESENT POSITION

| SIZE OF FIRM IN NUMBER OF EMPLOYEES & JOB CATEGORY | LESS THAN ONE YEAR | | 1-2 YEARS | | 3-5 YEARS | | 6-10 YEARS | | 11-15 YEARS | | 16-20 YEARS | | MORE THAN 20 YEARS | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| 1-49 | | | | | | | | | | | | | | |
| Service | 3 | 11 | 9 | 16 | 4 | 6 | 0 | 8 | 1 | 0 | 0 | 0 | 0 | 0 |
| Operative | 0 | 0 | 8 | 0 | 4 | 1 | 4 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| Craft | 1 | 0 | 19 | 0 | 8 | 1 | 7 | 1 | 9 | 1 | 2 | 0 | 2 | 0 |
| Office/Clerical | 1 | 7 | 2 | 37 | 2 | 13 | 0 | 6 | 2 | 3 | 0 | 3 | 0 | 4 |
| Sales | 3 | 8 | 56 | 20 | 22 | 10 | 18 | 8 | 6 | 8 | 1 | 1 | 6 | 1 |
| Technicians | 0 | 0 | 7 | 7 | 1 | 0 | 4 | 0 | 0 | 0 | 2 | 0 | 1 | 0 |
| Professionals | 0 | 0 | 4 | 2 | 6 | 1 | 3 | 2 | 0 | 0 | 0 | 0 | 1 | 0 |
| Managers | 4 | 3 | 43 | 8 | 18 | 3 | 12 | 1 | 1 | 1 | 3 | 0 | 1 | 0 |
| 50-99 | | | | | | | | | | | | | | |
| Service | 0 | 8 | 11 | 29 | 2 | 17 | 0 | 9 | 1 | 1 | 0 | 0 | 0 | 1 |
| Operative | 0 | 0 | 17 | 5 | 25 | 3 | 25 | 0 | 3 | 3 | 2 | 0 | 1 | 0 |
| Craft | 1 | 2 | 18 | 5 | 12 | 4 | 7 | 4 | 3 | 1 | 3 | 0 | 2 | 0 |
| Office/Clerical | 0 | 2 | 7 | 56 | 2 | 10 | 0 | 15 | 1 | 11 | 0 | 1 | 0 | 1 |
| Sales | 7 | 1 | 34 | 22 | 13 | 13 | 6 | 9 | 2 | 2 | 2 | 1 | 0 | 0 |
| Technicians | 1 | 0 | 9 | 7 | 3 | 3 | 7 | 0 | 3 | 1 | 1 | 0 | 1 | 0 |
| Professionals | 0 | 0 | 8 | 8 | 3 | 3 | 4 | 1 | 1 | 2 | 0 | 0 | 1 | 0 |
| Managers | 2 | 1 | 45 | 6 | 26 | 3 | 20 | 4 | 3 | 1 | 1 | 1 | 2 | 0 |
| 100-249 | | | | | | | | | | | | | | |
| Service | 4 | 12 | 26 | 49 | 12 | 38 | 6 | 18 | 3 | 2 | 4 | 3 | 7 | 3 |
| Operative | 12 | 7 | 66 | 31 | 36 | 17 | 20 | 8 | 6 | 3 | 11 | 2 | 1 | 5 |
| Craft | 9 | 3 | 60 | 17 | 45 | 6 | 37 | 4 | 17 | 2 | 10 | 3 | 19 | 5 |
| Office/Clerical | 0 | 38 | 17 | 221 | 3 | 85 | 2 | 50 | 0 | 22 | 0 | 5 | 1 | 8 |
| Sales | 3 | 4 | 26 | 22 | 15 | 10 | 10 | 9 | 2 | 4 | 2 | 2 | 1 | 3 |
| Technicians | 1 | 4 | 24 | 16 | 6 | 7 | 6 | 11 | 2 | 4 | 0 | 0 | 2 | 0 |
| Professionals | 4 | 3 | 37 | 23 | 24 | 7 | 10 | 5 | 2 | 4 | 6 | 0 | 1 | 1 |
| Managers | 3 | 2 | 75 | 30 | 61 | 8 | 36 | 10 | 14 | 4 | 8 | 0 | 5 | 5 |
| 250-499 | | | | | | | | | | | | | | |
| Service | 2 | 4 | 16 | 13 | 12 | 7 | 0 | 12 | 1 | 3 | 0 | 2 | 1 | 2 |
| Operative | 7 | 5 | 40 | 21 | 22 | 11 | 11 | 6 | 2 | 1 | 0 | 0 | 1 | 0 |
| Craft | 2 | 2 | 42 | 24 | 41 | 11 | 18 | 5 | 7 | 1 | 3 | 2 | 10 | 0 |
| Office/Clerical | 2 | 27 | 12 | 151 | 1 | 75 | 3 | 29 | 1 | 15 | 0 | 4 | 0 | 7 |
| Sales | 8 | 7 | 10 | 21 | 5 | 8 | 1 | 8 | 0 | 5 | 3 | 1 | 2 | 0 |
| Technicians | 1 | 2 | 22 | 18 | 14 | 6 | 3 | 5 | 2 | 0 | 0 | 2 | 1 | 0 |
| Professionals | 3 | 3 | 36 | 26 | 29 | 8 | 13 | 8 | 4 | 3 | 1 | 0 | 0 | 1 |
| Managers | 6 | 7 | 85 | 22 | 58 | 11 | 40 | 2 | 6 | 1 | 3 | 2 | 5 | 1 |
| 500 and Over | | | | | | | | | | | | | | |
| Service | 11 | 9 | 19 | 20 | 2 | 14 | 8 | 11 | 1 | 4 | 0 | 6 | 0 | 0 |
| Operative | 9 | 10 | 31 | 26 | 31 | 27 | 10 | 16 | 6 | 5 | 6 | 4 | 12 | 3 |
| Craft | 8 | 1 | 47 | 10 | 46 | 7 | 40 | 6 | 12 | 2 | 9 | 2 | 16 | 1 |
| Office/Clerical | 5 | 16 | 24 | 147 | 11 | 86 | 4 | 54 | 2 | 24 | 0 | 16 | 1 | 13 |
| Sales | 1 | 2 | 9 | 5 | 2 | 2 | 5 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Technicians | 1 | 4 | 37 | 30 | 26 | 11 | 19 | 10 | 5 | 2 | 4 | 1 | 0 | 2 |
| Professionals | 3 | 10 | 53 | 34 | 27 | 16 | 18 | 8 | 3 | 1 | 3 | 0 | 3 | 1 |
| Managers | 1 | 3 | 64 | 19 | 37 | 10 | 33 | 5 | 6 | 3 | 8 | 0 | 5 | 0 |

## TABLE G-21

## EMPLOYMENT OF MEN AND WOMEN

## BY TYPE OF INDUSTRY, INCOME, AND YEARS OF TOTAL WORK EXPERIENCE

| TYPE OF INDUSTRY AND INCOME | LESS THAN ONE YEAR | | 1-2 YEARS | | 3-5 YEARS | | 6-10 YEARS | | 11-15 YEARS | | 16-20 YEARS | | MORE THAN 20 YEARS | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Agriculture, Construction | | | | | | | | | | | | | | |
| Under $5,000 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 |
| $ 5,000-$ 7,499 | 0 | 0 | 0 | 2 | 2 | 9 | 0 | 8 | 1 | 5 | 1 | 1 | 1 | 1 |
| $ 7,500-$ 9,999 | 0 | 0 | 0 | 0 | 1 | 0 | 3 | 2 | 2 | 4 | 3 | 2 | 3 | 4 |
| $10,000-$12,499 | 0 | 0 | 0 | 0 | 2 | 0 | 2 | 0 | 3 | 2 | 3 | 0 | 3 | 1 |
| $12,500-$14,999 | 0 | 0 | 0 | 0 | 4 | 0 | 2 | 0 | 3 | 0 | 0 | 0 | 2 | 0 |
| $15,000-$17,499 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 2 | 0 | 2 | 0 |
| $17,500-$19,999 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 2 | 0 | 4 | 0 |
| $20,000 or Over | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 4 | 0 | 7 | 0 | 11 | 0 |
| Manufacturing | | | | | | | | | | | | | | |
| Under $5,000 | 1 | 2 | 2 | 22 | 8 | 55 | 8 | 57 | 0 | 25 | 3 | 20 | 4 | 27 |
| $ 5,000-$ 7,499 | 2 | 1 | 4 | 27 | 25 | 88 | 38 | 117 | 11 | 77 | 10 | 47 | 28 | 82 |
| $ 7,500-$ 9,999 | 0 | 0 | 6 | 5 | 40 | 28 | 61 | 74 | 34 | 58 | 35 | 41 | 74 | 96 |
| $10,000-$12,499 | 0 | 1 | 7 | 1 | 29 | 10 | 83 | 27 | 50 | 20 | 37 | 27 | 136 | 38 |
| $12,500-$14,999 | 0 | 0 | 3 | 0 | 14 | 0 | 36 | 6 | 57 | 7 | 34 | 6 | 122 | 20 |
| $15,000-$17,499 | 0 | 0 | 2 | 0 | 3 | 0 | 16 | 0 | 27 | 0 | 29 | 2 | 65 | 4 |
| $17,500-$19,999 | 0 | 0 | 0 | 0 | 1 | 0 | 5 | 0 | 13 | 1 | 16 | 1 | 35 | 0 |
| $20,000 or Over | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 9 | 0 | 11 | 0 | 53 | 2 |
| Transportation, Utilities | | | | | | | | | | | | | | |
| Under $5,000 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 1 | 1 | 2 | 0 | 0 | 1 | 1 |
| $ 5,000-$ 7,499 | 0 | 0 | 0 | 3 | 5 | 7 | 4 | 13 | 1 | 5 | 1 | 6 | 2 | 1 |
| $ 7,500-$ 9,999 | 0 | 0 | 0 | 4 | 13 | 12 | 12 | 30 | 4 | 16 | 1 | 8 | 8 | 18 |
| $10,000-$12,499 | 1 | 0 | 0 | 1 | 5 | 8 | 18 | 17 | 7 | 15 | 11 | 9 | 29 | 34 |
| $12,500-$14,999 | 0 | 0 | 2 | 0 | 2 | 2 | 21 | 10 | 19 | 11 | 15 | 4 | 55 | 19 |
| $15,000-$17,499 | 0 | 0 | 1 | 0 | 1 | 1 | 9 | 3 | 10 | 3 | 15 | 3 | 47 | 6 |
| $17,500-$19,999 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 8 | 2 | 9 | 1 | 48 | 8 |
| $20,000 or Over | 0 | 0 | 0 | 1 | 0 | 0 | 3 | 0 | 4 | 2 | 9 | 0 | 42 | 0 |
| Wholesale and Retail Trade | | | | | | | | | | | | | | |
| Under $5,000 | 0 | 0 | 9 | 17 | 9 | 51 | 11 | 49 | 1 | 39 | 1 | 27 | 10 | 37 |
| $ 5,000-$ 7,499 | 0 | 1 | 6 | 7 | 18 | 25 | 22 | 44 | 7 | 14 | 6 | 17 | 13 | 32 |
| $ 7,500-$ 9,999 | 1 | 0 | 2 | 0 | 19 | 11 | 34 | 13 | 19 | 14 | 9 | 10 | 26 | 22 |
| $10,000-$12,499 | 0 | 0 | 0 | 1 | 16 | 2 | 44 | 7 | 26 | 5 | 15 | 3 | 32 | 6 |
| $12,500-$14,999 | 0 | 0 | 1 | 0 | 4 | 0 | 21 | 2 | 20 | 2 | 19 | 1 | 27 | 1 |
| $15,000-$17,499 | 0 | 0 | 0 | 0 | 0 | 0 | 7 | 0 | 10 | 0 | 18 | 1 | 29 | 0 |
| $17,500-$19,999 | 0 | 0 | 0 | 0 | 0 | 0 | 6 | 1 | 8 | 0 | 4 | 0 | 15 | 0 |
| $20,000 or Over | 0 | 0 | 0 | 0 | 2 | 0 | 7 | 0 | 7 | 0 | 15 | 0 | 27 | 2 |
| Finance, Insurance | | | | | | | | | | | | | | |
| Under $5,000 | 1 | 0 | 2 | 18 | 2 | 40 | 4 | 16 | 0 | 4 | 0 | 3 | 1 | 3 |
| $ 5,000-$ 7,499 | 1 | 0 | 1 | 17 | 5 | 68 | 13 | 75 | 3 | 32 | 0 | 13 | 7 | 19 |
| $ 7,500-$ 9,999 | 0 | 0 | 1 | 0 | 11 | 1 | 18 | 10 | 14 | 17 | 3 | 8 | 6 | 19 |
| $10,000-$12,499 | 0 | 0 | 1 | 0 | 8 | 0 | 25 | 3 | 8 | 0 | 10 | 3 | 13 | 4 |
| $12,500-$14,999 | 0 | 0 | 0 | 0 | 1 | 0 | 12 | 0 | 9 | 0 | 7 | 0 | 19 | 1 |
| $15,000-$17,499 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 6 | 1 | 7 | 0 | 27 | 1 |
| $17,500-$19,999 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 6 | 1 | 12 | 0 |
| $20,000 or Over | 0 | 0 | 0 | 0 | 3 | 0 | 2 | 0 | 6 | 0 | 8 | 0 | 32 | 1 |
| Service | | | | | | | | | | | | | | |
| Under $5,000 | 1 | 5 | 8 | 33 | 9 | 56 | 7 | 61 | 2 | 33 | 1 | 20 | 4 | 19 |
| $ 5,000-$ 7,499 | 0 | 3 | 0 | 9 | 9 | 41 | 14 | 70 | 6 | 40 | 4 | 26 | 21 | 41 |
| $ 7,500-$ 9,999 | 0 | 2 | 0 | 2 | 8 | 12 | 9 | 14 | 12 | 14 | 3 | 7 | 15 | 21 |
| $10,000-$12,499 | 0 | 0 | 3 | 4 | 7 | 4 | 7 | 15 | 9 | 7 | 5 | 5 | 16 | 8 |
| $12,500-$14,999 | 0 | 0 | 0 | 0 | 2 | 2 | 6 | 2 | 6 | 1 | 1 | 4 | 10 | 4 |
| $15,000-$17,499 | 0 | 0 | 0 | 0 | 2 | 0 | 1 | 1 | 4 | 2 | 1 | 2 | 11 | 3 |
| $17,500-$19,999 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 1 | 0 | 7 | 0 | 4 | 0 |
| $20,000 or Over | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 6 | 0 | 7 | 0 | 23 | 0 |

### TABLE G-22

### EMPLOYMENT OF MEN AND WOMEN

### BY SIZE OF COMMUNITY IN POPULATION, INCOME, AND YEARS OF TOTAL WORK EXPERIENCE

| SIZE OF COMMUNITY IN POPULATION AND INCOME | LESS THAN ONE YEAR |  | 1-2 YEARS |  | 3-5 YEARS |  | 6-10 YEARS |  | 11-15 YEARS |  | 16-20 YEARS |  | MORE THAN 20 YEARS |  |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
|  | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Under 2,500 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Under $5,000 | 2 | 0 | 1 | 12 | 1 | 17 | 2 | 23 | 0 | 15 | 0 | 16 | 2 | 18 |
| $ 5,000-$ 7,499 | 0 | 0 | 0 | 8 | 3 | 17 | 8 | 20 | 3 | 10 | 1 | 8 | 5 | 12 |
| $ 7,500-$ 9,999 | 0 | 0 | 1 | 0 | 8 | 2 | 7 | 5 | 1 | 6 | 5 | 1 | 6 | 1 |
| $10,000-$12,499 | 0 | 0 | 0 | 0 | 6 | 0 | 8 | 0 | 8 | 0 | 1 | 2 | 13 | 2 |
| $12,500-$14,999 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 5 | 1 |
| $15,000-$17,499 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 |
| $17,500-$19,999 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| $20,000 or Over | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 3 | 0 |
| 2,500-10,000 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Under $5,000 | 0 | 4 | 1 | 13 | 4 | 54 | 7 | 39 | 0 | 15 | 2 | 13 | 0 | 8 |
| $ 5,000-$ 7,499 | 2 | 0 | 1 | 7 | 15 | 41 | 22 | 55 | 7 | 33 | 8 | 16 | 14 | 30 |
| $ 7,500-$ 9,999 | 0 | 0 | 4 | 1 | 22 | 5 | 30 | 14 | 25 | 19 | 18 | 10 | 26 | 25 |
| $10,000-$12,499 | 0 | 0 | 2 | 0 | 14 | 0 | 28 | 5 | 15 | 2 | 14 | 3 | 29 | 10 |
| $12,500-$14,999 | 0 | 0 | 1 | 0 | 2 | 0 | 12 | 0 | 13 | 0 | 11 | 2 | 23 | 1 |
| $15,000-$17,499 | 0 | 0 | 0 | 0 | 1 | 0 | 5 | 0 | 7 | 1 | 13 | 0 | 17 | 0 |
| $17,500-$19,999 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 3 | 0 | 2 | 0 | 6 | 0 |
| $20,000 or Over | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 7 | 0 | 14 | 0 |
| Over 10,000 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Under $5,000 | 2 | 2 | 20 | 65 | 23 | 135 | 21 | 123 | 4 | 74 | 3 | 41 | 18 | 61 |
| $ 5,000-$ 7,499 | 0 | 6 | 10 | 50 | 46 | 180 | 61 | 252 | 19 | 130 | 13 | 86 | 53 | 134 |
| $ 7,500-$ 9,999 | 1 | 2 | 4 | 10 | 62 | 57 | 100 | 124 | 59 | 98 | 31 | 65 | 100 | 154 |
| $10,000-$12,499 | 1 | 1 | 9 | 7 | 47 | 24 | 143 | 64 | 80 | 47 | 66 | 42 | 187 | 79 |
| $12,500-$14,999 | 0 | 0 | 5 | 0 | 25 | 4 | 86 | 20 | 100 | 21 | 64 | 13 | 207 | 43 |
| $15,000-$17,499 | 0 | 0 | 4 | 0 | 6 | 1 | 32 | 4 | 51 | 5 | 58 | 8 | 163 | 14 |
| $17,500-$19,999 | 0 | 0 | 0 | 0 | 1 | 0 | 16 | 1 | 27 | 3 | 42 | 3 | 112 | 8 |
| $20,000 or Over | 0 | 0 | 0 | 1 | 6 | 0 | 17 | 0 | 35 | 2 | 50 | 0 | 171 | 5 |

## TABLE G-25

### EMPLOYMENT OF MEN AND WOMEN

### BY GEOGRAPHIC AREA, INCOME, AND YEARS OF TOTAL WORK EXPERIENCE

| GEOGRAPHIC AREA AND INCOME | LESS THAN ONE YEAR |  | 1-2 YEARS |  | 3-5 YEARS |  | 6-10 YEARS |  | 11-15 YEARS |  | 16-20 YEARS |  | MORE THAN 20 YEARS |  |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
|  | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Central Iowa |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Under $5,000 | 1 | 1 | 12 | 19 | 6 | 39 | 7 | 44 | 2 | 21 | 3 | 11 | 9 | 12 |
| $ 5,000-$ 7,499 | 0 | 3 | 1 | 18 | 24 | 54 | 24 | 71 | 9 | 32 | 4 | 19 | 22 | 37 |
| $ 7,500-$ 9,999 | 1 | 2 | 1 | 2 | 24 | 15 | 28 | 24 | 17 | 20 | 8 | 14 | 14 | 26 |
| $10,000-$12,499 | 0 | 0 | 1 | 6 | 15 | 5 | 37 | 19 | 18 | 10 | 16 | 5 | 45 | 11 |
| $12,500-$14,999 | 0 | 0 | 1 | 0 | 6 | 1 | 18 | 8 | 22 | 6 | 18 | 2 | 41 | 11 |
| $15,000-$17,499 | 0 | 0 | 1 | 0 | 3 | 0 | 8 | 1 | 14 | 1 | 14 | 3 | 39 | 4 |
| $17,500-$19,999 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 0 | 6 | 2 | 9 | 0 | 33 | 3 |
| $20,000 or Over | 0 | 0 | 0 | 1 | 3 | 0 | 7 | 0 | 11 | 0 | 23 | 0 | 62 | 1 |
| Southwest Iowa |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Under $5,000 | 0 | 0 | 1 | 7 | 2 | 12 | 1 | 9 | 0 | 7 | 0 | 4 | 1 | 4 |
| $ 5,000-$ 7,499 | 2 | 0 | 1 | 5 | 7 | 14 | 16 | 24 | 6 | 17 | 3 | 13 | 12 | 14 |
| $ 7,500-$ 9,999 | 0 | 0 | 1 | 0 | 10 | 3 | 20 | 10 | 18 | 14 | 12 | 10 | 15 | 17 |
| $10,000-$12,499 | 1 | 0 | 0 | 0 | 7 | 1 | 7 | 6 | 7 | 4 | 10 | 3 | 20 | 7 |
| $12,500-$14,999 | 0 | 0 | 0 | 0 | 1 | 0 | 4 | 1 | 5 | 0 | 3 | 2 | 14 | 1 |
| $15,000-$17,499 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 0 | 3 | 0 | 4 | 0 | 16 | 0 |
| $17,500-$19,999 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 5 | 0 |
| $20,000 or Over | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 4 | 0 | 10 | 0 |
| Northwest Iowa |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Under $5,000 | 4 | 0 | 2 | 16 | 5 | 44 | 7 | 44 | 0 | 25 | 0 | 18 | 3 | 16 |
| $ 5,000-$ 7,499 | 1 | 0 | 2 | 10 | 13 | 39 | 15 | 52 | 2 | 39 | 4 | 17 | 12 | 22 |
| $ 7,500-$ 9,999 | 0 | 0 | 2 | 2 | 18 | 9 | 16 | 32 | 6 | 11 | 14 | 6 | 31 | 21 |
| $10,000-$12,499 | 0 | 0 | 5 | 0 | 19 | 3 | 29 | 3 | 19 | 9 | 13 | 6 | 36 | 10 |
| $12,500-$14,999 | 0 | 0 | 0 | 0 | 5 | 0 | 11 | 1 | 19 | 2 | 13 | 0 | 37 | 3 |
| $15,000-$17,499 | 0 | 0 | 0 | 0 | 2 | 1 | 4 | 0 | 10 | 1 | 12 | 0 | 28 | 1 |
| $17,500-$19,999 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 3 | 0 | 5 | 1 | 10 | 1 |
| $20,000 or Over | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 5 | 0 | 2 | 0 | 14 | 0 |
| Northeast Iowa |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Under $5,000 | 1 | 2 | 6 | 30 | 8 | 57 | 9 | 54 | 2 | 28 | 2 | 20 | 2 | 28 |
| $ 5,000-$ 7,499 | 0 | 1 | 3 | 13 | 15 | 66 | 18 | 89 | 4 | 38 | 4 | 20 | 12 | 47 |
| $ 7,500-$ 9,999 | 0 | 0 | 1 | 2 | 19 | 16 | 30 | 24 | 21 | 36 | 11 | 24 | 36 | 56 |
| $10,000-$12,499 | 0 | 1 | 2 | 1 | 13 | 3 | 48 | 24 | 31 | 7 | 22 | 7 | 59 | 20 |
| $12,500-$14,999 | 0 | 0 | 3 | 0 | 9 | 2 | 35 | 4 | 23 | 9 | 25 | 5 | 79 | 18 |
| $15,000-$17,499 | 0 | 0 | 2 | 0 | 1 | 0 | 13 | 0 | 18 | 1 | 18 | 1 | 50 | 7 |
| $17,500-$19,999 | 0 | 0 | 0 | 0 | 1 | 0 | 7 | 0 | 11 | 0 | 16 | 1 | 26 | 1 |
| $20,000 or Over | 0 | 0 | 0 | 0 | 2 | 0 | 5 | 0 | 10 | 0 | 18 | 0 | 50 | 4 |
| Southeast Iowa |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Under $5,000 | 1 | 0 | 1 | 18 | 7 | 54 | 6 | 34 | 0 | 23 | 0 | 17 | 5 | 27 |
| $ 5,000-$ 7,499 | 1 | 0 | 4 | 19 | 5 | 65 | 18 | 91 | 8 | 47 | 7 | 41 | 14 | 56 |
| $ 7,500-$ 9,999 | 0 | 0 | 4 | 5 | 21 | 21 | 35 | 53 | 23 | 42 | 9 | 22 | 36 | 60 |
| $10,000-$12,499 | 0 | 0 | 3 | 0 | 13 | 12 | 58 | 17 | 28 | 19 | 20 | 26 | 68 | 43 |
| $12,500-$14,999 | 0 | 0 | 2 | 0 | 6 | 1 | 30 | 6 | 45 | 4 | 17 | 6 | 64 | 12 |
| $15,000-$17,499 | 0 | 0 | 1 | 0 | 1 | 0 | 7 | 3 | 13 | 3 | 24 | 4 | 48 | 2 |
| $17,500-$19,999 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 1 | 9 | 1 | 13 | 1 | 44 | 3 |
| $20,000 or Over | 0 | 0 | 0 | 0 | 1 | 0 | 6 | 0 | 9 | 2 | 10 | 0 | 52 | 0 |

213

## TABLE G-24

## EMPLOYMENT OF MEN AND WOMEN

## BY SIZE OF FIRM IN NUMBER OF EMPLOYEES, INCOME, AND YEARS OF TOTAL WORK EXPERIENCE

| SIZE OF FIRM IN NUMBER OF EMPLOYEES AND INCOME | LESS THAN ONE YEAR | | 1-2 YEARS | | 3-5 YEARS | | 6-10 YEARS | | 11-15 YEARS | | 16-20 YEARS | | MORE THAN 20 YEARS | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| 1-49 | | | | | | | | | | | | | | |
| Under $5,000 | 0 | 0 | 5 | 9 | 5 | 27 | 3 | 26 | 1 | 15 | 0 | 8 | 2 | 11 |
| $ 5,000-$ 7,499 | 0 | 0 | 4 | 6 | 5 | 18 | 9 | 20 | 6 | 13 | 3 | 8 | 4 | 7 |
| $ 7,500-$ 9,999 | 1 | 0 | 1 | 0 | 12 | 2 | 18 | 6 | 18 | 9 | 5 | 4 | 11 | 10 |
| $10,000-$12,499 | 0 | 0 | 0 | 1 | 10 | 0 | 23 | 4 | 11 | 4 | 9 | 2 | 14 | 4 |
| $12,500-$14,999 | 0 | 0 | 1 | 0 | 5 | 0 | 10 | 1 | 12 | 0 | 6 | 0 | 18 | 2 |
| $15,000-$17,499 | 0 | 0 | 1 | 0 | 0 | 0 | 4 | 0 | 7 | 0 | 9 | 0 | 21 | 0 |
| $17,500-$19,999 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 | 0 | 2 | 0 | 9 | 1 |
| $20,000 or Over | 0 | 0 | 0 | 0 | 2 | 0 | 5 | 0 | 9 | 0 | 6 | 0 | 19 | 2 |
| 50-99 | | | | | | | | | | | | | | |
| Under $5,000 | 4 | 0 | 4 | 15 | 1 | 28 | 6 | 30 | 1 | 13 | 1 | 12 | 0 | 8 |
| $ 5,000-$ 7,499 | 0 | 0 | 1 | 5 | 9 | 13 | 3 | 33 | 1 | 17 | 1 | 13 | 2 | 14 |
| $ 7,500-$ 9,999 | 0 | 0 | 0 | 1 | 10 | 8 | 12 | 10 | 8 | 13 | 6 | 10 | 9 | 21 |
| $10,000-$12,499 | 0 | 0 | 1 | 0 | 8 | 0 | 28 | 9 | 17 | 3 | 12 | 4 | 27 | 7 |
| $12,500-$14,999 | 0 | 0 | 1 | 0 | 4 | 2 | 14 | 2 | 11 | 3 | 17 | 2 | 30 | 4 |
| $15,000-$17,499 | 0 | 0 | 0 | 0 | 1 | 0 | 7 | 0 | 12 | 0 | 18 | 0 | 22 | 0 |
| $17,500-$19,999 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 0 | 5 | 0 | 6 | 0 | 14 | 1 |
| $20,000 or Over | 0 | 0 | 0 | 0 | 2 | 0 | 3 | 0 | 0 | 0 | 9 | 0 | 14 | 1 |
| 100-249 | | | | | | | | | | | | | | |
| Under $5,000 | 0 | 3 | 7 | 40 | 7 | 93 | 6 | 74 | 1 | 45 | 1 | 34 | 5 | 40 |
| $ 5,000-$ 7,499 | 2 | 1 | 2 | 24 | 20 | 88 | 35 | 126 | 9 | 54 | 10 | 29 | 38 | 47 |
| $ 7,500-$ 9,999 | 0 | 0 | 2 | 3 | 18 | 13 | 51 | 31 | 24 | 33 | 19 | 19 | 54 | 50 |
| $10,000-$12,499 | 1 | 1 | 0 | 9 | 14 | 2 | 46 | 10 | 24 | 11 | 24 | 8 | 95 | 20 |
| $12,500-$14,999 | 0 | 0 | 0 | 0 | 5 | 0 | 27 | 3 | 41 | 4 | 17 | 2 | 79 | 9 |
| $15,000-$17,499 | 0 | 0 | 0 | 0 | 3 | 1 | 7 | 2 | 12 | 3 | 9 | 1 | 37 | 3 |
| $17,500-$19,999 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 8 | 0 | 9 | 1 | 30 | 2 |
| $20,000 or Over | 0 | 0 | 0 | 0 | 0 | 0 | 7 | 0 | 9 | 2 | 19 | 0 | 52 | 1 |
| 250-499 | | | | | | | | | | | | | | |
| Under $5,000 | 1 | 1 | 3 | 18 | 9 | 38 | 11 | 47 | 1 | 27 | 1 | 12 | 10 | 21 |
| $ 5,000-$ 7,499 | 0 | 3 | 1 | 15 | 17 | 69 | 23 | 95 | 6 | 47 | 5 | 25 | 15 | 47 |
| $ 7,500-$ 9,999 | 0 | 0 | 4 | 3 | 24 | 15 | 30 | 35 | 23 | 32 | 11 | 17 | 32 | 25 |
| $10,000-$12,499 | 0 | 0 | 6 | 0 | 20 | 6 | 31 | 11 | 26 | 9 | 18 | 10 | 48 | 11 |
| $12,500-$14,999 | 0 | 0 | 0 | 0 | 5 | 0 | 18 | 2 | 22 | 4 | 15 | 0 | 44 | 4 |
| $15,000-$17,499 | 0 | 0 | 0 | 0 | 1 | 0 | 3 | 1 | 8 | 2 | 12 | 5 | 29 | 4 |
| $17,500-$19,999 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 5 | 0 | 11 | 1 | 17 | 0 |
| $20,000 or Over | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 8 | 0 | 14 | 0 | 53 | 1 |
| 500 and Over | | | | | | | | | | | | | | |
| Under $5,000 | 1 | 0 | 3 | 8 | 6 | 20 | 4 | 8 | 0 | 4 | 2 | 4 | 3 | 7 |
| $ 5,000-$ 7,499 | 0 | 2 | 3 | 15 | 13 | 50 | 21 | 53 | 7 | 42 | 3 | 35 | 13 | 61 |
| $ 7,500-$ 9,999 | 0 | 2 | 2 | 4 | 27 | 26 | 26 | 61 | 12 | 36 | 13 | 26 | 26 | 74 |
| $10,000-$12,499 | 0 | 0 | 4 | 6 | 14 | 16 | 51 | 35 | 25 | 22 | 18 | 23 | 45 | 49 |
| $12,500-$14,999 | 0 | 0 | 4 | 0 | 8 | 2 | 29 | 12 | 28 | 10 | 21 | 11 | 64 | 26 |
| $15,000-$17,499 | 0 | 0 | 3 | 0 | 2 | 0 | 16 | 1 | 19 | 1 | 24 | 2 | 72 | 7 |
| $17,500-$19,999 | 0 | 0 | 0 | 0 | 1 | 0 | 6 | 0 | 10 | 3 | 16 | 1 | 48 | 4 |
| $20,000 or Over | 0 | 0 | 0 | 1 | 2 | 0 | 2 | 0 | 10 | 0 | 9 | 0 | 50 | 0 |

## TABLE G-25

## EMPLOYMENT OF MEN AND WOMEN

## BY TYPE OF INDUSTRY, INCOME, AND YEARS OF EXPERIENCE WITH CURRENT EMPLOYER

| TYPE OF INDUSTRY AND INCOME | LESS THAN ONE YEAR | | 1-2 YEARS | | 3-5 YEARS | | 6-10 YEARS | | 11-15 YEARS | | 16-20 YEARS | | MORE THAN 20 YEARS | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| **Agriculture, Construction** | | | | | | | | | | | | | | |
| Under $5,000 | 0 | 0 | 0 | 1 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| $ 5,000-$ 7,499 | 1 | 0 | 4 | 11 | 1 | 9 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 0 |
| $ 7,500-$ 9,999 | 0 | 0 | 3 | 4 | 2 | 5 | 3 | 2 | 1 | 0 | 2 | 1 | 1 | 0 |
| $10,000-$12,499 | 0 | 0 | 6 | 1 | 1 | 0 | 3 | 1 | 1 | 1 | 0 | 0 | 2 | 0 |
| $12,500-$14,999 | 0 | 0 | 4 | 0 | 4 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| $15,000-$17,499 | 0 | 0 | 1 | 0 | 2 | 0 | 3 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| $17,500-$19,999 | 0 | 0 | 0 | 0 | 1 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 3 | 0 |
| $20,000 or Over | 0 | 0 | 1 | 0 | 6 | 0 | 8 | 0 | 4 | 0 | 2 | 0 | 5 | 0 |
| **Manufacturing** | | | | | | | | | | | | | | |
| Under $5,000 | 2 | 21 | 12 | 87 | 9 | 43 | 2 | 30 | 0 | 11 | 0 | 4 | 1 | 12 |
| $ 5,000-$ 7,499 | 7 | 16 | 50 | 145 | 33 | 113 | 20 | 81 | 3 | 39 | 4 | 21 | 1 | 23 |
| $ 7,500-$ 9,999 | 11 | 9 | 65 | 75 | 89 | 69 | 31 | 69 | 15 | 35 | 13 | 24 | 25 | 21 |
| $10,000-$12,499 | 3 | 3 | 49 | 18 | 95 | 30 | 96 | 32 | 37 | 22 | 22 | 7 | 43 | 12 |
| $12,500-$14,999 | 1 | 0 | 22 | 5 | 63 | 6 | 73 | 4 | 37 | 9 | 20 | 3 | 39 | 12 |
| $15,000-$17,499 | 1 | 0 | 18 | 0 | 33 | 0 | 35 | 0 | 23 | 2 | 16 | 1 | 16 | 3 |
| $17,500-$19,999 | 1 | 0 | 6 | 0 | 11 | 1 | 11 | 0 | 18 | 0 | 9 | 1 | 14 | 0 |
| $20,000 or Over | 1 | 0 | 8 | 0 | 5 | 0 | 15 | 1 | 15 | 0 | 9 | 0 | 21 | 1 |
| **Transportation, Utilities** | | | | | | | | | | | | | | |
| Under $5,000 | 0 | 0 | 2 | 2 | 0 | 3 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| $ 5,000-$ 7,499 | 0 | 1 | 9 | 19 | 2 | 7 | 1 | 4 | 1 | 3 | 0 | 1 | 0 | 0 |
| $ 7,500-$ 9,999 | 2 | 1 | 20 | 22 | 8 | 20 | 2 | 25 | 1 | 9 | 1 | 5 | 4 | 6 |
| $10,000-$12,499 | 2 | 1 | 14 | 8 | 18 | 9 | 11 | 17 | 5 | 16 | 3 | 11 | 19 | 22 |
| $12,500-$14,999 | 0 | 0 | 11 | 5 | 18 | 4 | 28 | 11 | 8 | 9 | 10 | 6 | 39 | 11 |
| $15,000-$17,499 | 0 | 0 | 8 | 0 | 9 | 2 | 14 | 5 | 3 | 1 | 11 | 2 | 38 | 6 |
| $17,500-$19,999 | 0 | 0 | 1 | 0 | 3 | 1 | 10 | 1 | 11 | 3 | 5 | 1 | 38 | 5 |
| $20,000 or Over | 0 | 0 | 2 | 1 | 2 | 1 | 8 | 0 | 6 | 1 | 14 | 0 | 26 | 0 |
| **Wholesale and Retail Trade** | | | | | | | | | | | | | | |
| Under $5,000 | 6 | 17 | 22 | 83 | 9 | 38 | 1 | 37 | 2 | 25 | 0 | 11 | 1 | 9 |
| $ 5,000-$ 7,499 | 6 | 7 | 36 | 52 | 21 | 28 | 5 | 31 | 3 | 12 | 2 | 5 | 0 | 6 |
| $ 7,500-$ 9,999 | 6 | 0 | 38 | 16 | 37 | 17 | 15 | 14 | 7 | 13 | 0 | 6 | 8 | 4 |
| $10,000-$12,499 | 2 | 0 | 32 | 4 | 39 | 5 | 31 | 6 | 19 | 5 | 7 | 1 | 4 | 3 |
| $12,500-$14,999 | 1 | 0 | 16 | 2 | 20 | 3 | 29 | 1 | 11 | 0 | 6 | 0 | 9 | 0 |
| $15,000-$17,499 | 2 | 0 | 7 | 0 | 4 | 0 | 22 | 0 | 10 | 0 | 10 | 1 | 9 | 0 |
| $17,500-$19,999 | 0 | 0 | 1 | 0 | 10 | 1 | 12 | 0 | 4 | 0 | 2 | 0 | 4 | 0 |
| $20,000 or Over | 0 | 0 | 2 | 0 | 9 | 0 | 17 | 0 | 7 | 2 | 7 | 0 | 16 | 0 |
| **Finance, Insurance** | | | | | | | | | | | | | | |
| Under $5,000 | 1 | 12 | 6 | 64 | 1 | 4 | 0 | 1 | 0 | 1 | 0 | 1 | 1 | 2 |
| $ 5,000-$ 7,499 | 3 | 15 | 16 | 105 | 3 | 54 | 5 | 31 | 1 | 14 | 0 | 3 | 0 | 4 |
| $ 7,500-$ 9,999 | 3 | 0 | 32 | 2 | 7 | 8 | 8 | 14 | 2 | 15 | 1 | 6 | 0 | 10 |
| $10,000-$12,499 | 0 | 0 | 18 | 1 | 20 | 1 | 22 | 3 | 2 | 2 | 3 | 1 | 0 | 2 |
| $12,500-$14,999 | 0 | 0 | 6 | 0 | 7 | 0 | 23 | 0 | 5 | 0 | 4 | 0 | 3 | 1 |
| $15,000-$17,499 | 0 | 0 | 5 | 0 | 5 | 1 | 11 | 0 | 8 | 0 | 6 | 1 | 9 | 0 |
| $17,500-$19,999 | 0 | 0 | 1 | 0 | 3 | 1 | 3 | 0 | 2 | 0 | 4 | 0 | 6 | 0 |
| $20,000 or Over | 0 | 0 | 6 | 0 | 10 | 0 | 11 | 0 | 9 | 0 | 5 | 0 | 10 | 1 |
| **Service** | | | | | | | | | | | | | | |
| Under $5,000 | 9 | 35 | 15 | 98 | 4 | 59 | 3 | 23 | 1 | 8 | 0 | 2 | 0 | 3 |
| $ 5,000-$ 7,499 | 5 | 5 | 29 | 67 | 9 | 66 | 7 | 53 | 1 | 24 | 0 | 4 | 3 | 10 |
| $ 7,500-$ 9,999 | 6 | 6 | 18 | 12 | 14 | 17 | 4 | 17 | 1 | 7 | 4 | 9 | 0 | 4 |
| $10,000-$12,499 | 0 | 2 | 18 | 16 | 11 | 12 | 8 | 4 | 2 | 5 | 6 | 1 | 2 | 3 |
| $12,500-$14,999 | 1 | 0 | 10 | 2 | 4 | 1 | 5 | 4 | 2 | 2 | 1 | 0 | 2 | 4 |
| $15,000-$17,499 | 0 | 1 | 6 | 3 | 3 | 2 | 5 | 1 | 2 | 1 | 1 | 0 | 2 | 0 |
| $17,500-$19,999 | 0 | 0 | 3 | 0 | 5 | 0 | 4 | 0 | 2 | 0 | 0 | 0 | 1 | 0 |
| $20,000 or Over | 0 | 0 | 2 | 0 | 10 | 0 | 12 | 0 | 9 | 0 | 4 | 0 | 2 | 0 |

## TABLE G-26

## EMPLOYMENT OF MEN AND WOMEN

## BY SIZE OF COMMUNITY IN POPULATION, INCOME, AND YEARS OF EXPERIENCE WITH CURRENT EMPLOYER

| SIZE OF COMMUNITY IN POPULATION AND INCOME | LESS THAN ONE YEAR | | 1-2 YEARS | | 3-5 YEARS | | 6-10 YEARS | | 11-15 YEARS | | 16-20 YEARS | | MORE THAN 20 YEARS | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Under 2,500 | | | | | | | | | | | | | | |
| Under $5,000 | 0 | 4 | 3 | 28 | 2 | 25 | 1 | 24 | 0 | 8 | 0 | 3 | 0 | 11 |
| $ 5,000-$ 7,499 | 0 | 0 | 7 | 21 | 8 | 38 | 5 | 12 | 0 | 2 | 0 | 0 | 0 | 2 |
| $ 7,500-$ 9,999 | 1 | 0 | 6 | 2 | 11 | 6 | 6 | 5 | 1 | 1 | 0 | 1 | 3 | 0 |
| $10,000-$12,499 | 0 | 0 | 2 | 0 | 9 | 0 | 16 | 1 | 2 | 1 | 3 | 1 | 5 | 1 |
| $12,500-$14,999 | 0 | 0 | 0 | 0 | 1 | 0 | 2 | 0 | 2 | 0 | 2 | 0 | 0 | 1 |
| $15,000-$17,499 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| $17,500-$19,999 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| $20,000 or Over | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 |
| 2,500-10,000 | | | | | | | | | | | | | | |
| Under $5,000 | 0 | 0 | 6 | 61 | 7 | 43 | 1 | 17 | 0 | 7 | 0 | 1 | 0 | 7 |
| $ 5,000-$ 7,499 | 0 | 0 | 36 | 55 | 21 | 55 | 7 | [illegible] | 1 | 13 | 2 | 6 | 0 | 7 |
| $ 7,500-$ 9,999 | 0 | 0 | 45 | 22 | 43 | 19 | 19 | 12 | 7 | 11 | 3 | 3 | 5 | 3 |
| $10,000-$12,499 | 0 | 0 | 21 | 6 | 39 | 4 | 27 | 1 | 4 | 4 | 7 | 2 | 3 | 0 |
| $12,500-$14,999 | 0 | 0 | 11 | 1 | 19 | 0 | 17 | 1 | 5 | 1 | 4 | 0 | 6 | 0 |
| $15,000-$17,499 | 0 | 0 | 5 | 0 | 19 | 1 | 7 | 0 | 1 | 0 | 6 | 0 | 5 | 0 |
| $17,500-$19,999 | 0 | 0 | 2 | 0 | 1 | 0 | 4 | 0 | 3 | 0 | 0 | 0 | 4 | 0 |
| $20,000 or Over | 0 | 0 | 0 | 0 | 2 | 0 | 9 | 0 | 4 | 0 | 2 | 0 | 6 | 0 |
| Over 10,000 | | | | | | | | | | | | | | |
| Under $5,000 | 18 | 64 | 48 | 246 | 14 | 82 | 4 | 51 | 3 | 30 | 0 | 14 | 3 | 15 |
| $ 5,000-$ 7,499 | 19 | 39 | 101 | 323 | 40 | 184 | 26 | 154 | 8 | 77 | 4 | 28 | 4 | 34 |
| $ 7,500-$ 9,999 | 23 | 16 | 125 | 107 | 103 | 111 | 38 | 124 | 19 | 67 | 18 | 47 | 30 | 38 |
| $10,000-$12,499 | 6 | 6 | 114 | 42 | 136 | 53 | 128 | 61 | 60 | 46 | 31 | 18 | 62 | 38 |
| $12,500-$14,999 | 3 | 0 | 68 | 13 | 96 | 14 | 140 | 19 | 56 | 19 | 35 | 9 | 87 | 27 |
| $15,000-$17,499 | 3 | 1 | 39 | 3 | 37 | 4 | 83 | 6 | 46 | 4 | 37 | 5 | 69 | 9 |
| $17,500-$19,999 | 1 | 0 | 10 | 0 | 32 | 4 | 39 | 1 | 34 | 3 | 20 | 2 | 62 | 5 |
| $20,000 or Over | 1 | 0 | 19 | 1 | 40 | 1 | 62 | 1 | 45 | 3 | 38 | 0 | 74 | 2 |

### TABLE G-27

### EMPLOYMENT OF MEN AND WOMEN

### BY GEOGRAPHIC AREA, INCOME, AND YEARS OF EXPERIENCE WITH CURRENT EMPLOYER

| *GEOGRAPHIC AREA* AND INCOME | LESS THAN *ONE YEAR* | | *1-2 YEARS* | | *3-5 YEARS* | | *6-10 YEARS* | | *11-15 YEARS* | | *16-20 YEARS* | | MORE THAN *20 YEARS* | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| **Central Iowa** | | | | | | | | | | | | | | |
| Under $5,000 | 13 | 26 | 16 | 67 | 7 | 33 | 2 | 13 | 2 | 7 | 0 | 1 | 0 | 0 |
| $ 5,000-$ 7,499 | 13 | 16 | 40 | 108 | 19 | 43 | 7 | 37 | 2 | 15 | 0 | 4 | 3 | 10 |
| $ 7,500-$ 9,999 | 8 | 5 | 50 | 18 | 27 | 20 | 9 | 27 | 2 | 14 | 2 | 11 | 3 | 8 |
| $10,000-$12,499 | 3 | 2 | 39 | 13 | 29 | 8 | 32 | 14 | 14 | 12 | 9 | 2 | 8 | 5 |
| $12,500-$14,999 | 2 | 0 | 21 | 5 | 16 | 4 | 32 | 7 | 8 | 4 | 9 | 2 | 19 | 6 |
| $15,000-$17,499 | 0 | 0 | 15 | 0 | 6 | 1 | 16 | 1 | 13 | 2 | 15 | 2 | 12 | 3 |
| $17,500-$19,999 | 0 | 0 | 1 | 0 | 10 | 1 | 12 | 0 | 6 | 2 | 5 | 0 | 19 | 2 |
| $20,000 or Over | 0 | 0 | 8 | 1 | 14 | 0 | 28 | 0 | 16 | 1 | 15 | 0 | 25 | 0 |
| **Southwest Iowa** | | | | | | | | | | | | | | |
| Under $5,000 | 0 | 2 | 4 | 21 | 1 | 9 | 0 | 11 | 0 | 0 | 0 | 0 | 0 | 1 |
| $ 5,000-$ 7,499 | 2 | 2 | 30 | 27 | 11 | 22 | 4 | 23 | 0 | 8 | 0 | 3 | 0 | 1 |
| $ 7,500-$ 9,999 | 2 | 0 | 25 | 15 | 36 | 16 | 7 | 14 | 3 | 5 | 2 | 1 | 1 | 3 |
| $10,000-$12,499 | 0 | 0 | 10 | 4 | 19 | 7 | 8 | 3 | 2 | 2 | 3 | 1 | 10 | 4 |
| $12,500-$14,999 | 0 | 0 | 3 | 0 | 5 | 0 | 8 | 2 | 2 | 1 | 2 | 1 | 7 | 0 |
| $15,000-$17,499 | 0 | 0 | 2 | 0 | 9 | 0 | 5 | 0 | 0 | 0 | 4 | 0 | 8 | 0 |
| $17,500-$19,999 | 0 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 3 | 0 |
| $20,000 or Over | 0 | 0 | 1 | 0 | 0 | 0 | 6 | 0 | 4 | 0 | 1 | 0 | 3 | 0 |
| **Northwest Iowa** | | | | | | | | | | | | | | |
| Under $5,000 | 0 | 18 | 9 | 67 | 4 | 37 | 1 | 24 | 1 | 14 | 0 | 4 | 1 | 1 |
| $ 5,000-$ 7,499 | 2 | 6 | 22 | 58 | 16 | 55 | 8 | 36 | 0 | 20 | 1 | 5 | 0 | 1 |
| $ 7,500-$ 9,999 | 6 | 2 | 22 | 17 | 25 | 29 | 13 | 16 | 6 | 9 | 3 | 6 | 13 | 1 |
| $10,000-$12,499 | 2 | 0 | 28 | 4 | 37 | 6 | 28 | 7 | 11 | 6 | 7 | 5 | 11 | 3 |
| $12,500-$14,999 | 1 | 0 | 12 | 0 | 27 | 2 | 18 | 0 | 15 | 1 | 5 | 1 | 7 | 2 |
| $15,000-$17,499 | 0 | 0 | 9 | 0 | 14 | 1 | 17 | 1 | 6 | 0 | 5 | 0 | 5 | 1 |
| $17,500-$19,999 | 0 | 0 | 1 | 0 | 3 | 0 | 4 | 0 | 6 | 0 | 2 | 1 | 4 | 1 |
| $20,000 or Over | 0 | 0 | 3 | 0 | 4 | 0 | 4 | 0 | 2 | 0 | 2 | 0 | 7 | 0 |
| **Northeast Iowa** | | | | | | | | | | | | | | |
| Under $5,000 | 3 | 20 | 21 | 104 | 4 | 35 | 2 | 33 | 0 | 13 | 0 | 6 | 0 | 10 |
| $ 5,000-$ 7,499 | 1 | 6 | 28 | 115 | 11 | 59 | 8 | 53 | 4 | 15 | 4 | 9 | 0 | 17 |
| $ 7,500-$ 9,999 | 4 | 1 | 39 | 33 | 31 | 27 | 19 | 36 | 7 | 24 | 7 | 15 | 11 | 22 |
| $10,000-$12,499 | 0 | 1 | 20 | 10 | 49 | 14 | 58 | 15 | 14 | 8 | 12 | 3 | 22 | 12 |
| $12,500-$14,999 | 1 | 0 | 27 | 5 | 40 | 6 | 48 | 4 | 14 | 6 | 11 | 5 | 33 | 12 |
| $15,000-$17,499 | 0 | 0 | 12 | 1 | 17 | 0 | 31 | 1 | 14 | 1 | 7 | 2 | 21 | 4 |
| $17,500-$19,999 | 0 | 0 | 4 | 0 | 10 | 0 | 13 | 0 | 16 | 1 | 6 | 1 | 12 | 0 |
| $20,000 or Over | 1 | 0 | 6 | 0 | 10 | 0 | 16 | 1 | 15 | 1 | 10 | 0 | 27 | 2 |
| **Southeast Iowa** | | | | | | | | | | | | | | |
| Under $5,000 | 2 | 19 | 7 | 76 | 7 | 36 | 1 | 11 | 0 | 11 | 0 | 7 | 2 | 14 |
| $ 5,000-$ 7,499 | 3 | 15 | 25 | 91 | 12 | 98 | 11 | 56 | 3 | 34 | 1 | 13 | 1 | 14 |
| $ 7,500-$ 9,999 | 8 | 8 | 40 | 48 | 38 | 44 | 15 | 48 | 9 | 27 | 7 | 18 | 10 | 11 |
| $10,000-$12,499 | 2 | 3 | 40 | 17 | 50 | 22 | 45 | 24 | 25 | 23 | 10 | 10 | 19 | 18 |
| $12,500-$14,999 | 1 | 0 | 16 | 4 | 28 | 2 | 53 | 7 | 24 | 8 | 14 | 0 | 27 | 8 |
| $15,000-$17,499 | 1 | 1 | 7 | 2 | 10 | 3 | 21 | 3 | 14 | 1 | 13 | 1 | 28 | 1 |
| $17,500-$19,999 | 1 | 0 | 5 | 0 | 9 | 3 | 13 | 1 | 8 | 0 | 6 | 0 | 28 | 2 |
| $20,000 or Over | 0 | 0 | 3 | 0 | 14 | 1 | 17 | 0 | 13 | 1 | 13 | 0 | 18 | 0 |

## TABLE G-28

## EMPLOYMENT OF MEN AND WOMEN

### BY SIZE OF FIRM IN NUMBER OF EMPLOYEES, INCOME, AND YEARS OF EXPERIENCE WITH CURRENT EMPLOYER

| SIZE OF FIRM IN NUMBER OF EMPLOYEES AND INCOME | LESS THAN ONE YEAR |  | 1-2 YEARS |  | 3-5 YEARS |  | 6-10 YEARS |  | 11-15 YEARS |  | 16-20 YEARS |  | MORE THAN 20 YEARS |  |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
|  | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| 1-49 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Under $5,000 | 3 | 17 | 9 | 33 | 2 | 21 | 1 | 14 | 0 | 7 | 0 | 3 | 1 | 2 |
| $ 5,000-$ 7,499 | 0 | 3 | 19 | 37 | 8 | 13 | 3 | 14 | 1 | 5 | 0 | 0 | 0 | 1 |
| $ 7,500-$ 9,999 | 3 | 0 | 24 | 8 | 18 | 6 | 10 | 8 | 7 | 4 | 2 | 2 | 2 | 3 |
| $10,000-$12,499 | 0 | 0 | 18 | 2 | 19 | 1 | 16 | 6 | 7 | 3 | 4 | 2 | 3 | 1 |
| $12,500-$14,999 | 1 | 0 | 9 | 1 | 14 | 0 | 13 | 1 | 4 | 0 | 5 | 0 | 5 | 1 |
| $15,000-$17,499 | 0 | 0 | 6 | 0 | 4 | 0 | 12 | 0 | 6 | 0 | 8 | 0 | 6 | 0 |
| $17,500-$19,999 | 0 | 0 | 0 | 0 | 3 | 1 | 5 | 0 | 0 | 0 | 1 | 0 | 5 | 1 |
| $20,000 or Over | 0 | 0 | 1 | 0 | 10 | 0 | 9 | 0 | 5 | 1 | 6 | 0 | 10 | 1 |
| 50-99 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Under $5,000 | 0 | 11 | 8 | 43 | 4 | 25 | 0 | 25 | 1 | 6 | 0 | 0 | 0 | 1 |
| $ 5,000-$ 7,499 | 0 | 1 | 9 | 32 | 5 | 29 | 1 | 20 | 2 | 8 | 0 | 3 | 0 | 1 |
| $ 7,500-$ 9,999 | 2 | 0 | 14 | 18 | 17 | 14 | 7 | 8 | 2 | 13 | 0 | 7 | 4 | 3 |
| $10,000-$12,499 | 1 | 0 | 15 | 3 | 26 | 7 | 33 | 4 | 9 | 4 | 6 | 2 | 6 | 3 |
| $12,500-$14,999 | 0 | 0 | 12 | 3 | 18 | 5 | 19 | 2 | 11 | 0 | 8 | 2 | 9 | 1 |
| $15,000-$17,499 | 1 | 0 | 10 | 0 | 18 | 0 | 17 | 0 | 4 | 0 | 6 | 0 | 4 | 0 |
| $17,500-$19,999 | 0 | 0 | 0 | 0 | 6 | 0 | 9 | 0 | 6 | 1 | 2 | 0 | 7 | 0 |
| $20,000 or Over | 0 | 0 | 0 | 0 | 4 | 0 | 9 | 0 | 5 | 1 | 3 | 0 | 7 | 0 |
| 100-249 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Under $5,000 | 5 | 30 | 13 | 148 | 6 | 67 | 2 | 38 | 0 | 18 | 0 | 9 | 1 | 17 |
| $ 5,000-$ 7,499 | 7 | 20 | 55 | 140 | 31 | 92 | 14 | 74 | 4 | 25 | 3 | 2 | 3 | 17 |
| $ 7,500-$ 9,999 | 10 | 6 | 61 | 26 | 43 | 27 | 16 | 38 | 11 | 22 | 12 | 15 | 15 | 16 |
| $10,000-$12,499 | 3 | 1 | 30 | 5 | 47 | 7 | 50 | 9 | 23 | 13 | 20 | 5 | 32 | 12 |
| $12,500-$14,999 | 1 | 0 | 22 | 0 | 34 | 2 | 44 | 3 | 14 | 4 | 12 | 2 | 41 | 7 |
| $15,000-$17,499 | 1 | 0 | 9 | 0 | 10 | 2 | 16 | 4 | 6 | 0 | 8 | 1 | 18 | 3 |
| $17,500-$19,999 | 0 | 0 | 5 | 0 | 7 | 0 | 10 | 0 | 8 | 0 | 5 | 1 | 16 | 2 |
| $20,000 or Over | 1 | 0 | 9 | 0 | 12 | 1 | 19 | 1 | 11 | 1 | 15 | 0 | 20 | 0 |
| 250-499 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Under $5,000 | 4 | 19 | 19 | 80 | 8 | 29 | 2 | 15 | 2 | 13 | 0 | 4 | 1 | 4 |
| $ 5,000-$ 7,499 | 6 | 15 | 32 | 111 | 16 | 86 | 9 | 57 | 1 | 19 | 2 | 9 | 0 | 4 |
| $ 7,500-$ 9,999 | 7 | 2 | 38 | 43 | 47 | 28 | 18 | 27 | 5 | 14 | 1 | 8 | 7 | 5 |
| $10,000-$12,499 | 1 | 0 | 36 | 13 | 44 | 13 | 41 | 7 | 16 | 8 | 5 | 3 | 7 | 3 |
| $12,500-$14,999 | 1 | 0 | 14 | 3 | 24 | 0 | 33 | 3 | 12 | 2 | 6 | 0 | 14 | 2 |
| $15,000-$17,499 | 1 | 1 | 6 | 3 | 8 | 2 | 16 | 1 | 11 | 1 | 3 | 3 | 8 | 1 |
| $17,500-$19,999 | 0 | 0 | 5 | 0 | 9 | 1 | 7 | 0 | 8 | 0 | 2 | 0 | 5 | 0 |
| $20,000 or Over | 0 | 0 | 6 | 0 | 12 | 0 | 21 | 0 | 18 | 0 | 7 | 0 | 13 | 1 |
| 500 and Over |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Under $5,000 | 6 | 8 | 8 | 31 | 3 | 8 | 1 | 0 | 0 | 1 | 0 | 2 | 0 | 2 |
| $ 5,000-$ 7,499 | 8 | 6 | 29 | 79 | 9 | 57 | 11 | 40 | 1 | 35 | 1 | 20 | 1 | 20 |
| $ 7,500-$ 9,999 | 6 | 8 | 38 | 36 | 32 | 61 | [illegible] | 60 | 2 | 26 | 6 | 19 | 10 | 18 |
| $10,000-$12,499 | 2 | 5 | 38 | 25 | 48 | 29 | [illegible] | 37 | 11 | 23 | 6 | 9 | 22 | 23 |
| $12,500-$14,999 | 0 | 0 | 22 | 7 | 26 | 7 | 50 | 11 | 22 | 14 | 10 | 5 | 24 | 17 |
| $15,000-$17,499 | 0 | 0 | 14 | 0 | 16 | 1 | 29 | 1 | 20 | 3 | 19 | 1 | 38 | 5 |
| $17,500-$19,999 | 1 | 0 | 2 | 0 | 8 | 2 | 12 | 1 | 15 | 2 | 10 | 1 | 33 | 2 |
| $20,000 or Over | 0 | 0 | 5 | 1 | 4 | 0 | 13 | 0 | 11 | 0 | 10 | 0 | 30 | 0 |

## TABLE G-29

## EMPLOYMENT OF MEN AND WOMEN

## BY TYPE OF INDUSTRY, INCOME, AND YEARS OF EXPERIENCE IN PRESENT POSITION

| TYPE OF INDUSTRY AND INCOME | LESS THAN ONE YEAR | | 1-2 YEARS | | 3-5 YEARS | | 6-10 YEARS | | 11-15 YEARS | | 16-20 YEARS | | MORE THAN 20 YEARS | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Agriculture, Construction | | | | | | | | | | | | | | |
| Under $5,000 | 0 | 1 | 0 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| $ 5,000-$ 7,499 | 0 | 1 | 4 | 12 | 1 | 9 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 |
| $ 7,500-$ 9,999 | 0 | 1 | 3 | 4 | 4 | 4 | 3 | 0 | 1 | 0 | 1 | 1 | 0 | 0 |
| $10,000-$12,499 | 0 | 1 | 6 | 0 | 3 | 1 | 4 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| $12,500-$14,999 | 1 | 0 | 5 | 0 | 3 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| $15,000-$17,499 | 1 | 0 | 4 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| $17,500-$19,999 | 0 | 0 | 0 | 0 | 4 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 0 |
| $20,000 or Over | 1 | 0 | 7 | 0 | 10 | 0 | 6 | 0 | 0 | 0 | 1 | 0 | 1 | 0 |
| Manufacturing | | | | | | | | | | | | | | |
| Under $5,000 | 4 | 2[illegible] | 15 | 100 | 4 | 40 | 2 | 21 | 0 | 10 | 0 | 3 | 0 | 10 |
| $ 5,000-$ 7,499 | 14 | 29 | 57 | 202 | 27 | 102 | 15 | 56 | 0 | 23 | 2 | 12 | 0 | 9 |
| $ 7,500-$ 9,999 | 19 | 15 | 105 | 113 | 70 | 79 | 33 | 54 | 7 | 24 | 7 | 9 | 8 | 7 |
| $10,000-$12,499 | 7 | 5 | 124 | 39 | 92 | 36 | 58 | 22 | 28 | 12 | 15 | 5 | 16 | 4 |
| $12,500-$14,999 | 4 | 0 | 88 | 11 | 79 | 12 | 56 | 6 | 13 | 4 | 10 | 2 | 15 | 4 |
| $15,000-$17,499 | 3 | 0 | 42 | 1 | 47 | 3 | 31 | 2 | 8 | 0 | 5 | 0 | 6 | 0 |
| $17,500-$19,999 | 3 | 0 | 22 | 0 | 20 | 1 | 12 | 0 | 9 | 0 | 1 | 1 | 3 | 0 |
| $20,000 or Over | 1 | 0 | 28 | 0 | 16 | 0 | 17 | 1 | 6 | 0 | 2 | 0 | 3 | 1 |
| Transportation, Utilities | | | | | | | | | | | | | | |
| Under $5,000 | 0 | 0 | 2 | 3 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| $ 5,000-$ 7,499 | 2 | 1 | 8 | 21 | 3 | 8 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| $ 7,500-$ 9,999 | 2 | 4 | 27 | 40 | 4 | 18 | 1 | 14 | 2 | 3 | 1 | 4 | 1 | 4 |
| $10,000-$12,499 | 4 | 4 | 24 | 33 | 18 | 13 | 10 | 10 | 5 | 10 | 5 | 7 | 6 | 7 |
| $12,500-$14,999 | 1 | 4 | 33 | 20 | 24 | 11 | 23 | 7 | 10 | 1 | 8 | 0 | 13 | 3 |
| $15,000-$17,499 | 0 | 0 | 26 | 7 | 19 | 5 | 14 | 2 | 8 | 2 | 9 | 0 | 6 | 0 |
| $17,500-$19,999 | 1 | 0 | 20 | 5 | 16 | 3 | 15 | 1 | 3 | 2 | 3 | 0 | 10 | 0 |
| $20,000 or Over | 1 | 0 | 10 | 3 | 16 | 0 | 15 | 0 | 3 | 0 | 6 | 0 | 7 | 0 |
| Wholesale and Retail Trade | | | | | | | | | | | | | | |
| Under $5,000 | 10 | 22 | 22 | 89 | 6 | 45 | 1 | 30 | 1 | 16 | 0 | 10 | 1 | 6 |
| $ 5,000-$ 7,499 | 9 | 14 | 43 | 66 | 11 | 23 | 4 | 26 | 3 | 6 | 2 | 1 | 0 | 3 |
| $ 7,500-$ 9,999 | 7 | 3 | 61 | 24 | 22 | 18 | 11 | 10 | 3 | 9 | 0 | 2 | 6 | 1 |
| $10,000-$12,499 | 6 | 1 | 65 | 7 | 29 | 6 | 22 | 5 | 7 | 2 | 2 | 1 | 2 | 2 |
| $12,500-$14,999 | 3 | 0 | 39 | 2 | 16 | 2 | 21 | 1 | 5 | 0 | 4 | 0 | 4 | 0 |
| $15,000-$17,499 | 2 | 1 | 25 | 0 | 13 | 0 | 10 | 0 | 5 | 0 | 6 | 0 | 3 | 0 |
| $17,500-$19,999 | 1 | 0 | 10 | 0 | 11 | 1 | 8 | 0 | 2 | 0 | 0 | 0 | 1 | 0 |
| $20,000 or Over | 3 | 0 | 20 | 0 | 14 | 0 | 12 | 1 | 4 | 1 | 2 | 0 | 3 | 0 |
| Finance, Insurance | | | | | | | | | | | | | | |
| Under $5,000 | 1 | 20 | 7 | 57 | 0 | 4 | 0 | 1 | 0 | 1 | 0 | 0 | 1 | 1 |
| $ 5,000-$ 7,499 | 3 | 19 | 16 | 138 | 5 | 33 | 4 | 27 | 0 | 5 | 0 | 0 | 0 | 3 |
| $ 7,500-$ 9,999 | 0 | 1 | 41 | 18 | 5 | 15 | 2 | 12 | 2 | 5 | 0 | 2 | 0 | 2 |
| $10,000-$12,499 | 1 | 0 | 30 | 3 | 17 | 1 | 14 | 5 | 1 | 0 | 2 | 0 | 0 | 0 |
| $12,500-$14,999 | 0 | 0 | 18 | 1 | 16 | 0 | 11 | 0 | 1 | 0 | 1 | 0 | 0 | 0 |
| $15,000-$17,499 | 0 | 0 | 15 | 0 | 12 | 0 | 15 | 0 | 2 | 0 | 0 | 1 | 0 | 0 |
| $17,500-$19,999 | 0 | 0 | 5 | 0 | 5 | 1 | 4 | 0 | 2 | 0 | 2 | 0 | 1 | 0 |
| $20,000 or Over | 0 | 0 | 10 | 0 | 20 | 0 | 16 | 0 | 4 | 0 | 0 | 0 | 1 | 1 |
| Service | | | | | | | | | | | | | | |
| Under $5,000 | 10 | 44 | 16 | 101 | 3 | 48 | 2 | 21 | 1 | 6 | 0 | 1 | 0 | 3 |
| $ 5,000-$ 7,499 | 7 | 10 | 30 | 96 | 9 | 64 | 4 | 38 | 0 | 14 | 1 | 4 | 3 | 5 |
| $ 7,500-$ 9,999 | 8 | 7 | 20 | 23 | 14 | 14 | 2 | 20 | 2 | 5 | 1 | 2 | 0 | 1 |
| $10,000-$12,499 | 0 | 3 | 23 | 24 | 10 | 10 | 7 | 5 | 4 | 1 | 3 | 0 | 0 | 0 |
| $12,500-$14,999 | 1 | 1 | 11 | 2 | 9 | 2 | 2 | 6 | 1 | 0 | 0 | 0 | 0 | 2 |
| $15,000-$17,499 | 0 | 1 | 7 | 5 | 5 | 0 | 3 | 1 | 1 | 1 | 2 | 0 | 1 | 0 |
| $17,500-$19,999 | 0 | 0 | 3 | 0 | 9 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| $20,000 or Over | 0 | 0 | 17 | 0 | 11 | 0 | 7 | 0 | 2 | 0 | 1 | 0 | 1 | 0 |

## TABLE G-30

## EMPLOYMENT OF MEN AND WOMEN

## BY SIZE OF COMMUNITY IN POPULATION, INCOME, AND YEARS OF EXPERIENCE IN PRESENT POSITION

| SIZE OF COMMUNITY IN POPULATION AND INCOME | LESS THAN ONE YEAR |  | 1-2 YEARS |  | 3-5 YEARS |  | 6-10 YEARS |  | 11-15 YEARS |  | 16-20 YEARS |  | MORE THAN 20 YEARS |  |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
|  | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Under 2,500 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Under $5,000 | 0 | 5 | 5 | 34 | 0 | 28 | 1 | 18 | 0 | 6 | 0 | 4 | 0 | 8 |
| $ 5,000-$ 7,439 | 0 | 1 | 9 | 29 | 8 | 33 | 3 | 8 | 0 | 2 | 0 | 0 | 0 | 2 |
| $ 7,500-$ 9,999 | 1 | 0 | 13 | 5 | 8 | 5 | 5 | 3 | 0 | 2 | 0 | 0 | 1 | 0 |
| $10,000-$12,499 | 0 | 0 | 13 | 1 | 8 | 1 | 8 | 0 | 5 | 1 | 1 | 1 | 2 | 0 |
| $12,500-$14,999 | 0 | 0 | 2 | 0 | 1 | 1 | 2 | 0 | 1 | 0 | 1 | 0 | 0 | 0 |
| $15,000-$17,499 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| $17,500-$19,999 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| $20,000 or Over | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| 2,500-10,000 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Under $5,000 | 1 | 20 | 9 | 70 | 3 | 37 | 1 | 12 | 0 | 5 | 0 | 1 | 0 | 0 |
| $ 5,000-$ 7,499 | 4 | 7 | 41 | 90 | 16 | 41 | 5 | 28 | 0 | 10 | 2 | 2 | 0 | 4 |
| $ 7,500-$ 9,999 | 4 | 0 | 64 | 29 | 33 | 21 | 16 | 15 | 4 | 6 | 2 | 1 | 3 | 1 |
| $10,000-$12,499 | 1 | 0 | 42 | 10 | 37 | 1 | 13 | 5 | 6 | 2 | 2 | 1 | 0 | 0 |
| $12,500-$14,999 | 0 | 0 | 26 | 1 | 21 | 0 | 10 | 2 | 1 | 0 | 1 | 0 | 3 | 0 |
| $15,000-$17,499 | 0 | 1 | 17 | 0 | 18 | 0 | 6 | 0 | 0 | 0 | 1 | 0 | 1 | 0 |
| $17,500-$19,999 | 0 | 0 | 5 | 0 | 7 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 |
| $20,000 or Over | 1 | 0 | 5 | 0 | 6 | 0 | 8 | 0 | 2 | 0 | 1 | 0 | 2 | 0 |
| Over 10,000 |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Under $5,000 | 24 | 87 | 48 | 248 | 10 | 76 | 3 | 43 | 2 | 22 | 0 | 9 | 2 | 12 |
| $ 5,000-$ 7,499 | 31 | 66 | 108 | 416 | 32 | 165 | 19 | 118 | 3 | 36 | 3 | 15 | 3 | 14 |
| $ 7,500-$ 9,999 | 34 | 31 | 180 | 188 | 78 | 122 | 31 | 92 | 13 | 38 | 8 | 19 | 11 | 14 |
| $10,000-$12,499 | 16 | 15 | 217 | 95 | 124 | 65 | 94 | 43 | 34 | 22 | 24 | 11 | 22 | 13 |
| $12,500-$14,999 | 11 | 5 | 166 | 35 | 125 | 26 | 102 | 18 | 29 | 5 | 21 | 2 | 29 | 9 |
| $15,000-$17,499 | 6 | 2 | 101 | 13 | 78 | 8 | 68 | 5 | 24 | 3 | 21 | 1 | 15 | 0 |
| $17,500-$19,999 | 5 | 0 | 55 | 5 | 58 | 6 | 43 | 1 | 16 | 2 | 6 | 1 | 15 | 0 |
| $20,000 or Over | 5 | 0 | 83 | 3 | 81 | 0 | 67 | 2 | 17 | 1 | 11 | 0 | 14 | 2 |

## TABLE G-31

## EMPLOYMENT OF MEN AND WOMEN

## BY GEOGRAPHIC AREA, INCOME, AND YEARS OF EXPERIENCE IN PRESENT POSITION

| GEOGRAPHIC AREA AND INCOME | LESS THAN ONE YEAR | | 1-2 YEARS | | 3-5 YEARS | | 6-10 YEARS | | 11-15 YEARS | | 16-20 YEARS | | MORE THAN 20 YEARS | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Central Iowa | | | | | | | | | | | | | | |
| Under $5,000 | 15 | 33 | 16 | 64 | 6 | 31 | 2 | 13 | 1 | 3 | 0 | 1 | 0 | 0 |
| $ 5,000-$ 7,499 | 18 | 25 | 40 | 131 | 16 | 33 | 5 | 30 | 1 | 7 | 0 | 4 | 3 | 4 |
| $ 7,500-$ 9,999 | 10 | 11 | 63 | 36 | 16 | 23 | 9 | 18 | 2 | 6 | 0 | 0 | 1 | 2 |
| $10,000-$12,499 | 3 | 4 | 60 | 30 | 24 | 8 | 29 | 10 | 9 | 3 | 7 | 0 | 2 | 1 |
| $12,500-$14,999 | 0 | 4 | 45 | 9 | 21 | 6 | 22 | 5 | 5 | 1 | 5 | 0 | 7 | 2 |
| $15,000-$17,499 | 2 | 1 | 37 | 2 | 14 | 3 | 16 | 1 | 1 | 2 | 7 | 0 | 2 | 0 |
| $17,500-$19,999 | 1 | 0 | 15 | 3 | 12 | 1 | 15 | 1 | 5 | 0 | 2 | 0 | 3 | 0 |
| $20,000 or Over | 4 | 0 | 29 | 1 | 33 | 0 | 26 | 1 | 7 | 0 | 3 | 0 | 3 | 0 |
| Southwest Iowa | | | | | | | | | | | | | | |
| Under $5,000 | 0 | 3 | 4 | 25 | 1 | 10 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 1 |
| $ 5,000-$ 7,499 | 3 | 3 | 30 | 39 | 10 | 20 | 3 | 16 | 0 | 7 | 0 | 1 | 0 | 0 |
| $ 7,500-$ 9,999 | 1 | 0 | 41 | 25 | 24 | 14 | 6 | 12 | 2 | 3 | 1 | 0 | 1 | 0 |
| $10,000-$12,499 | 0 | 0 | 20 | 8 | 20 | 7 | 4 | 3 | 4 | 1 | 1 | 1 | 3 | 0 |
| $12,500-$14,999 | 0 | 0 | 10 | 0 | 9 | 0 | 3 | 4 | 0 | 0 | 2 | 0 | 3 | 0 |
| $15,000-$17,499 | 0 | 0 | 11 | 0 | 9 | 0 | 4 | 0 | 0 | 0 | 2 | 0 | 2 | 0 |
| $17,500-$19,999 | 0 | 0 | 2 | 0 | 3 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 2 | 0 |
| $20,000 or Over | 0 | 0 | 5 | 0 | 2 | 0 | 3 | 0 | 3 | 0 | 0 | 0 | 2 | 0 |
| Northwest Iowa | | | | | | | | | | | | | | |
| Under $5,000 | 1 | 20 | 10 | 72 | 2 | 39 | 1 | 15 | 1 | 13 | 0 | 4 | 1 | 1 |
| $ 5,000-$ 7,499 | 6 | 10 | 24 | 91 | 13 | 40 | 5 | 21 | 0 | 13 | 0 | 4 | 0 | 0 |
| $ 7,500-$ 9,999 | 8 | 3 | 31 | 28 | 24 | 26 | 12 | 11 | 2 | 8 | 2 | 3 | 7 | 1 |
| $10,000-$12,499 | 3 | 1 | 57 | 11 | 27 | 7 | 23 | 4 | 6 | 2 | 4 | 5 | 4 | 1 |
| $12,500-$14,999 | 5 | 2 | 33 | 2 | 21 | 2 | 20 | 1 | 4 | 0 | 2 | 0 | 3 | 1 |
| $15,000-$17,499 | 0 | 0 | 16 | 1 | 26 | 1 | 9 | 0 | 3 | 1 | 1 | 0 | 1 | 0 |
| $17,500-$19,999 | 0 | 0 | 8 | 2 | 6 | 0 | 3 | 0 | 1 | 0 | 1 | 0 | 1 | 0 |
| $20,000 or Over | 0 | 0 | 10 | 0 | 5 | 0 | 2 | 0 | 2 | 0 | 2 | 0 | 1 | 0 |
| Northeast Iowa | | | | | | | | | | | | | | |
| Under $5,000 | 4 | 27 | 23 | 107 | 2 | 37 | 1 | 31 | 0 | 8 | 0 | 5 | 0 | 6 |
| $ 5,000-$ 7,499 | 2 | 13 | 33 | 142 | 8 | 51 | 6 | 44 | 2 | 8 | 4 | 6 | 0 | 9 |
| $ 7,500-$ 9,999 | 7 | 3 | 62 | 49 | 24 | 41 | 14 | 38 | 6 | 12 | 1 | 4 | 4 | 8 |
| $10,000-$12,499 | 4 | 3 | 54 | 21 | 49 | 17 | 36 | 13 | 14 | 5 | 8 | 0 | 6 | 4 |
| $12,500-$14,999 | 5 | 0 | 67 | 14 | 42 | 9 | 28 | 5 | 11 | 4 | 9 | 2 | 10 | 4 |
| $15,000-$17,499 | 2 | 0 | 29 | 4 | 26 | 2 | 24 | 2 | 12 | 0 | 3 | 1 | 6 | 0 |
| $17,500-$19,999 | 1 | 0 | 18 | 0 | 20 | 0 | 12 | 0 | 6 | 1 | 1 | 1 | 3 | 0 |
| $20,000 or Over | 2 | 0 | 21 | 0 | 26 | 0 | 26 | 1 | 3 | 1 | 2 | 0 | 5 | 2 |
| Southeast Iowa | | | | | | | | | | | | | | |
| Under $5,000 | 5 | 29 | 9 | 84 | 2 | 24 | 1 | 9 | 0 | 9 | 0 | 5 | 1 | 12 |
| $ 5,000-$ 7,499 | 6 | 23 | 31 | 132 | 9 | 95 | 8 | 43 | 0 | 13 | 1 | 5 | 0 | 7 |
| $ 7,500-$ 9,999 | 13 | 14 | 60 | 84 | 31 | 44 | 11 | 31 | 5 | 17 | 6 | 9 | 2 | 4 |
| $10,000-$12,499 | 7 | 7 | 81 | 36 | 49 | 28 | 23 | 18 | 12 | 14 | 7 | 7 | 9 | 7 |
| $12,500-$14,999 | 4 | 1 | 39 | 11 | 54 | 10 | 41 | 5 | 11 | 0 | 5 | 0 | 9 | 2 |
| $15,000-$17,499 | 2 | 2 | 26 | 6 | 22 | 2 | 21 | 2 | 8 | 0 | 9 | 0 | 5 | 0 |
| $17,500-$19,999 | 3 | 0 | 17 | 0 | 24 | 5 | 12 | 0 | 5 | 1 | 2 | 0 | 7 | 0 |
| $20,000 or Over | 0 | 0 | 27 | 2 | 21 | 0 | 16 | 0 | 4 | 0 | 5 | 0 | 5 | 0 |

## TABLE G-32

## EMPLOYMENT OF MEN AND WOMEN

## BY SIZE OF FIRM IN NUMBER OF EMPLOYEES, INCOME, AND YEARS OF EXPERIENCE IN PRESENT POSITION

| SIZE OF FIRM IN NUMBER OF EMPLOYEES AND INCOME | LESS THAN ONE YEAR | | 1-2 YEARS | | 3-5 YEARS | | 6-10 YEARS | | 11-15 YEARS | | 16-20 YEARS | | MORE THAN 20 YEARS | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| 1-49 | | | | | | | | | | | | | | |
| Under $5,000 | 4 | 21 | 10 | 38 | 0 | 13 | 1 | 15 | 0 | 5 | 0 | 1 | 1 | 1 |
| $ 5,000-$ 7,499 | 1 | 6 | 22 | 42 | 5 | 13 | 2 | 8 | 1 | 3 | 0 | 0 | 0 | 0 |
| $ 7,500-$ 9,999 | 2 | 2 | 37 | 10 | 13 | 7 | 6 | 4 | 6 | 2 | 0 | 1 | 1 | 2 |
| $10,000-$12,499 | 1 | 1 | 34 | 3 | 16 | 3 | 11 | 4 | 2 | 2 | 2 | 2 | 1 | 0 |
| $12,500-$14,999 | 2 | 0 | 18 | 1 | 9 | 0 | 16 | 1 | 4 | 0 | 1 | 0 | 2 | 1 |
| $15,000-$17,499 | 0 | 0 | 16 | 0 | 8 | 0 | 7 | 0 | 6 | 0 | 4 | 0 | 1 | 0 |
| $17,500-$19,999 | 1 | 0 | 3 | 0 | 4 | 1 | 1 | 0 | 2 | 1 | 1 | 0 | 2 | 0 |
| $20,000 or Over | 2 | 0 | 13 | 0 | 12 | 0 | 8 | 0 | 2 | 1 | 1 | 0 | 3 | 1 |
| 50-99 | | | | | | | | | | | | | | |
| Under $5,000 | 2 | 13 | 9 | 49 | 1 | 27 | 0 | 19 | 1 | 3 | 0 | 0 | 0 | 0 |
| $ 5,000-$ 7,499 | 1 | 2 | 11 | 52 | 4 | 21 | 0 | 15 | 1 | 4 | 0 | 0 | [illegible] | 1 |
| $ 7,500-$ 9,999 | 2 | 1 | 23 | 23 | 10 | 14 | 9 | 11 | 0 | 11 | 1 | 2 | 1 | 0 |
| $10,000-$12,499 | 3 | 4 | 33 | 10 | 23 | 5 | 27 | 3 | 8 | 2 | 1 | 1 | 0 | 1 |
| $12,500-$14,999 | 0 | 0 | 33 | 8 | 16 | 3 | 15 | 1 | 4 | 0 | 5 | 0 | 4 | 0 |
| $15,000-$17,499 | 1 | 0 | 26 | 0 | 19 | 0 | 11 | 0 | 2 | 0 | 1 | 0 | 0 | 0 |
| $17,500-$19,999 | 1 | 0 | 10 | 0 | 9 | 0 | 8 | 0 | 1 | 1 | 0 | 0 | 1 | 0 |
| $20,000 or Over | 1 | 0 | 11 | 0 | 7 | 0 | 5 | 1 | 2 | 0 | 1 | 0 | 1 | 0 |
| 100-249 | | | | | | | | | | | | | | |
| Under $5,000 | 6 | 38 | 15 | 160 | 4 | 67 | 2 | 24 | 0 | 15 | 0 | 7 | 0 | 13 |
| $ 5,000-$ 7,499 | 10 | 27 | 63 | 176 | 23 | 82 | 14 | 56 | 0 | 14 | 2 | 1 | 3 | 11 |
| $ 7,500-$ 9,999 | 16 | 9 | 87 | 55 | 33 | 31 | 19 | 30 | 5 | 12 | 4 | 4 | 4 | 7 |
| $10,000-$12,499 | 5 | 2 | 67 | 18 | 50 | 9 | 35 | 10 | 18 | 6 | 14 | 3 | 11 | 4 |
| $12,500-$14,999 | 4 | 0 | 58 | 6 | 45 | 4 | 25 | 5 | 10 | 0 | 13 | 0 | 13 | 3 |
| $15,000-$17,499 | 3 | 1 | 24 | 5 | 15 | 2 | 12 | 1 | 5 | 1 | 5 | 0 | 4 | 0 |
| $17,500-$19,999 | 0 | 0 | 14 | 2 | 20 | 1 | 5 | 0 | 7 | 0 | 2 | 0 | 3 | 0 |
| $20,000 or Over | 2 | 0 | 21 | 2 | 25 | 0 | 24 | 1 | 6 | 0 | 5 | 0 | 3 | 0 |
| 250-499 | | | | | | | | | | | | | | |
| Under $5,000 | 6 | 28 | 19 | 75 | 8 | 28 | 1 | 14 | 1 | 9 | 0 | 5 | 1 | 4 |
| $ 5,000-$ 7,499 | 8 | 25 | 34 | 149 | 14 | 67 | 5 | 41 | 1 | 10 | 2 | 4 | 0 | 3 |
| $ 7,500-$ 9,999 | 10 | 3 | 58 | 54 | 37 | 34 | 7 | 22 | 5 | 10 | 1 | 3 | 6 | 1 |
| $10,000-$12,499 | 2 | 1 | 69 | 23 | 41 | 12 | 23 | 5 | 8 | 3 | 3 | 1 | 4 | 1 |
| $12,500-$14,999 | 4 | 1 | 31 | 3 | 33 | 2 | 23 | 1 | 4 | 2 | 2 | 0 | 7 | 1 |
| $15,000-$17,499 | 2 | 2 | 16 | 6 | 20 | 2 | 10 | 1 | 2 | 0 | 1 | 1 | 2 | 0 |
| $17,500-$19,999 | 1 | 0 | 10 | 0 | 14 | 1 | 9 | 0 | 1 | 0 | 0 | 0 | 1 | 0 |
| $20,000 or Over | 0 | 0 | 27 | 0 | 23 | 0 | 17 | 0 | 6 | 0 | 3 | 0 | 1 | 1 |
| 500 and Over | | | | | | | | | | | | | | |
| Under $5,000 | 7 | 12 | 9 | 30 | 0 | 6 | 1 | 0 | 0 | 1 | 0 | 1 | 0 | 2 |
| $ 5,000-$ 7,499 | 15 | 4 | 28 | 116 | 10 | 56 | 6 | 34 | 0 | 17 | 1 | 12 | 0 | 5 |
| $ 7,500-$ 9,999 | 9 | 16 | 52 | 80 | 25 | 62 | 11 | 43 | 1 | 11 | 4 | 10 | 3 | 5 |
| $10,000-$12,499 | 6 | 10 | 69 | 52 | 39 | 38 | 19 | 26 | 9 | 12 | 7 | 6 | 8 | 7 |
| $12,500-$14,999 | 1 | 4 | 54 | 18 | 44 | 18 | 35 | 12 | 9 | 3 | 2 | 2 | 6 | 4 |
| $15,000-$17,499 | 0 | 0 | 37 | 2 | 35 | 4 | 34 | 3 | 9 | 2 | 11 | 0 | 9 | 0 |
| $17,500-$19,999 | 2 | 0 | 23 | 3 | 18 | 3 | 20 | 1 | 6 | 0 | 3 | 1 | 9 | 0 |
| $20,000 or Over | 1 | 0 | 20 | 1 | 20 | 0 | 19 | 0 | 3 | 0 | 2 | 0 | 8 | 0 |

# APPENDIX H

# ASPIRATIONAL DATA

Complete aspirational data is displayed in Appendix H. Except where noted, the tables include the aggregate sample of male and female responses. See Chapter V for the discussion of hierarchial and occupational satisfaction.

## TABLE H-1

## HIERARCHIAL ASPIRATIONS OF MEN AND WOMEN

## BY GEOGRAPHIC AREA, SIZE OF COMMUNITY, SIZE OF FIRM, AND TYPE OF INDUSTRY

| | NO DIFFERENCE | | POSITIVE | | NEGATIVE | |
|---|---|---|---|---|---|---|
| | Male | Female | Male | Female | Male | Female |
| GEOGRAPHIC AREA IN IOWA | | | | | | |
| Central | 145 | 105 | 507 | 418 | 11 | 9 |
| Southwest | 82 | 60 | 155 | 131 | 11 | 2 |
| Northwest | 104 | 154 | 326 | 260 | 6 | 8 |
| Northeast | 216 | 197 | 531 | 470 | 14 | 15 |
| Southeast | 192 | 194 | 549 | 542 | 18 | 9 |
| COMMUNITY SIZE IN POPULATION | | | | | | |
| Under 2,500 | 33 | 50 | 64 | 108 | 1 | 1 |
| 2,500-10,000 | 115 | 150 | 300 | 220 | 14 | 11 |
| 10,000 and Over | 591 | 510 | 1,704 | 1,493 | 45 | 31 |
| FIRM SIZE BY NUMBER OF EMPLOYEES | | | | | | |
| 1- 49 | 83 | 59 | 223 | 127 | 6 | 4 |
| 50- 99 | 97 | 99 | 243 | 161 | 4 | 6 |
| 100-249 | 273 | 264 | 535 | 534 | 22 | 18 |
| 250-499 | 127 | 139 | 488 | 443 | 12 | 10 |
| 500 and Over | 159 | 149 | 578 | 556 | 16 | 5 |
| TYPE OF INDUSTRY | | | | | | |
| Agriculture, Construction | 25 | 9 | 50 | 29 | 1 | 0 |
| Manufacturing | 314 | 288 | 880 | 695 | 31 | 10 |
| Transportation, Utilities | 138 | 68 | 278 | 204 | 8 | 3 |
| Wholesale and Retail Trade | 127 | 145 | 430 | 240 | 9 | 10 |
| Finance, Insurance | 62 | 40 | 242 | 312 | 3 | 5 |
| Service | 73 | 160 | 188 | 341 | 8 | 15 |

## TABLE H-2

## HIERARCHIAL ASPIRATIONS OF MEN AND WOMEN

## BY JOB CATEGORY, INCOME, AND LEVEL OF EDUCATION

| | NO DIFFERENCE | | POSITIVE | | NEGATIVE | |
|---|---|---|---|---|---|---|
| | Male | Female | Male | Female | Male | Female |
| JOB CATEGORY | | | | | | |
| Service | 47 | 105 | 95 | 177 | 3 | 12 |
| Operative | 118 | 74 | 276 | 119 | 12 | 4 |
| Craft | 183 | 41 | 366 | 72 | 16 | 3 |
| Office/Clerical | 13 | 241 | 88 | 898 | 3 | 12 |
| Sales | 58 | 57 | 203 | 125 | 2 | 5 |
| Technicians | 34 | 36 | 180 | 105 | 2 | 0 |
| Professionals | 53 | 49 | 242 | 123 | 6 | 1 |
| Managers | 189 | 54 | 522 | 104 | 10 | 4 |
| INCOME | | | | | | |
| Under $5,000 | 19 | 178 | 83 | 434 | 2 | 22 |
| $ 5,000 to $ 7,499 | 53 | 247 | 207 | 706 | 6 | 9 |
| $ 7,500 to $ 9,999 | 97 | 159 | 365 | 373 | 18 | 7 |
| $10,000 to $12,499 | 150 | 75 | 477 | 187 | 7 | 1 |
| $12,500 to $14,999 | 144 | 31 | 377 | 68 | 10 | 0 |
| $15,000 to $17,499 | 101 | 8 | 231 | 23 | 12 | 1 |
| $17,500 to $19,999 | 59 | 5 | 144 | 8 | 3 | 2 |
| $20,000 and Over | 112 | 2 | 174 | 5 | 2 | 0 |
| LEVEL OF EDUCATION | | | | | | |
| Less than a High School Diploma | 146 | 107 | 176 | 119 | 8 | 7 |
| High School Diploma | 314 | 391 | 723 | 956 | 25 | 23 |
| Some College | 143 | 153 | 589 | 537 | 14 | 9 |
| College Degree | 77 | 33 | 398 | 135 | 11 | 1 |
| Some Graduate Work | 22 | 12 | 110 | 46 | 2 | 0 |
| Graduate Degree | 35 | 11 | 68 | 23 | 0 | 2 |

## TABLE H-3

## HIERARCHIAL ASPIRATIONS OF MEN AND WOMEN

## BY AGE AND ECONOMIC AND NON-ECONOMIC REASON FOR WORKING

| | NO DIFFERENCE | | POSITIVE | | NEGATIVE | |
|---|---|---|---|---|---|---|
| | Male | Female | Male | Female | Male | Female |
| AGE | | | | | | |
| Under 25 | 53 | 112 | 440 | 615 | 11 | 12 |
| 25-34 | 141 | 115 | 820 | 523 | 16 | 6 |
| 35-44 | 180 | 137 | 418 | 313 | 13 | 4 |
| 45-54 | 200 | 191 | 285 | 257 | 12 | 12 |
| 55-64 | 150 | 140 | 102 | 112 | 8 | 9 |
| 65 and Over | 15 | 13 | 2 | 1 | 0 | 0 |
| ECONOMIC REASON FOR WORKING | | | | | | |
| Support Self Only | 62 | 154 | 308 | 470 | 10 | 5 |
| Primary Support of Self and Others | 631 | 133 | 1,660 | 389 | 50 | 10 |
| Supplemental Support of Self and Others | 40 | 389 | 88 | 918 | 0 | 27 |
| NONECONOMIC REASON FOR WORKING | | | | | | |
| None | 101 | 75 | 207 | 145 | 8 | 9 |
| Enjoy Work | 252 | 260 | 607 | 550 | 14 | 12 |
| Furthers Career | 45 | 10 | 371 | 162 | 6 | 1 |
| Dedicated to Field | 46 | 19 | 84 | 30 | 2 | 0 |
| Occupies Time | 28 | 66 | 86 | 128 | 3 | 5 |
| Creates New Outside Interests | 14 | 19 | 40 | 102 | 0 | 2 |
| Allows Luxuries | 84 | 150 | 283 | 354 | 8 | 10 |
| None of the Above | 143 | 97 | 337 | 283 | 16 | 4 |

## TABLE H-4

## HIERARCHIAL ASPIRATIONS OF MEN AND WOMEN BY NUMBER OF DEPENDENTS AND CHILDREN AND MARITAL STATUS

| | NO DIFFERENCE | | POSITIVE | | NEGATIVE | |
|---|---|---|---|---|---|---|
| | Male | Female | Male | Female | Male | Female |
| NUMBER OF CHILDREN | | | | | | |
| 0 | 463 | 527 | 1,075 | 1,241 | 32 | 30 |
| 1 | 126 | 99 | 391 | 290 | 8 | 5 |
| 2 | 92 | 50 | 378 | 189 | 9 | 3 |
| 3 | 34 | 14 | 151 | 57 | 6 | 1 |
| 4 | 12 | 2 | 34 | 7 | 3 | 2 |
| 5 or More | 11 | 3 | 29 | 20 | 0 | 1 |
| NUMBER OF DEPENDENTS | | | | | | |
| 0 | 66 | 349 | 296 | 800 | 8 | 20 |
| 1 | 195 | 137 | 397 | 420 | 11 | 7 |
| 2 | 122 | 92 | 405 | 251 | 11 | 4 |
| 3 | 165 | 41 | 463 | 172 | 8 | 5 |
| 4 | 93 | 28 | 282 | 81 | 13 | 2 |
| 5 or More | 94 | 41 | 209 | 64 | 7 | 3 |
| MARITAL STATUS | | | | | | |
| Never Married | 54 | 94 | 311 | 430 | 9 | 3 |
| Presently Married | 646 | 475 | 1,661 | 1,125 | 46 | 33 |
| Widowed, Separated, or Divorced | 38 | 136 | 94 | 262 | 4 | 7 |

## TABLE H-5

## OCCUPATIONAL ASPIRATIONS OF MEN STATEWIDE: PRESENT JOB CATEGORY BY ULTIMATELY DESIRED JOB CATEGORY

| PRESENT JOB | DESIRED JOB ULTIMATELY | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | Service | Operative | Craft | Office/ Clerical | Sales | Technicians | Professionals | Managers |
| Service | 46 | 8 | 22 | 1 | 5 | 7 | 22 | 28 |
| Operative | 2 | 139 | 69 | 3 | 17 | 36 | 42 | 95 |
| Craft | 2 | 8 | 300 | 2 | 9 | 26 | 61 | 149 |
| Office/Clerical | 0 | 2 | 4 | 24 | 0 | 11 | 15 | 48 |
| Sales | 0 | 1 | 11 | 1 | 94 | 3 | 28 | 127 |
| Technicians | 0 | 2 | 5 | 0 | 0 | 61 | 44 | 98 |
| Professionals | 0 | 0 | 1 | 0 | 2 | 2 | 124 | 178 |
| Managers | 0 | 1 | 12 | 2 | 5 | 0 | 36 | 667 |

## TABLE H-6

## OCCUPATIONAL ASPIRATIONS OF WOMEN STATEWIDE: PRESENT JOB CATEGORY BY ULTIMATELY DESIRED JOB CATEGORY

| PRESENT JOB | DESIRED JOB ULTIMATELY | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | Service | Operative | Craft | Office/ Clerical | Sales | Technicians | Professionals | Managers |
| Service | 128 | 3 | 6 | 42 | 5 | 22 | 60 | 15 |
| Operative | 1 | 57 | 15 | 26 | 13 | 23 | 35 | 21 |
| Craft | 1 | 3 | 53 | 13 | 1 | 13 | 13 | 15 |
| Office/Clerical | 4 | 5 | 10 | 555 | 23 | 92 | 258 | 219 |
| Sales | 1 | 1 | 1 | 24 | 84 | 12 | 32 | 36 |
| Technicians | 1 | 0 | 0 | 8 | 2 | 75 | 37 | 22 |
| Professionals | 1 | 0 | 0 | 2 | 0 | 1 | 115 | 57 |
| Managers | 0 | 0 | 0 | 1 | 1 | 2 | 15 | 142 |

## TABLE H-7

## MALE AND FEMALE SERVICE WORKERS: DESIRED JOB NOW BY DESIRED JOB ULTIMATELY

| DESIRED JOB NOW | DESIRED JOB ULTIMATELY | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | SERVICE | | OPERATIVE | | CRAFT | | OFFICE/ CLERICAL | | SALES | | TECHNICIANS | | PRO- FESSIONALS | | MANAGERS | |
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Service | 45 | 123 | 0 | 0 | 2 | 1 | 0 | 1 | 1 | 0 | 0 | 1 | 0 | 11 | 2 | 2 |
| Operative | 0 | 0 | 7 | 1 | 4 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 2 | 2 |
| Craft | 0 | 0 | 1 | 0 | 14 | 5 | 0 | 0 | 0 | 0 | 1 | 0 | 3 | 1 | 2 | 1 |
| Office/Clerical | 0 | 2 | 0 | 0 | 1 | 0 | 1 | 36 | 0 | 0 | 0 | 1 | 0 | 9 | 1 | 1 |
| Sales | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 3 | 4 | 3 | 1 | 2 | 0 | 2 | 4 | 0 |
| Technicians | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 3 | 17 | 2 | 3 | 1 | 0 |
| Professionals | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 1 | 15 | 33 | 4 | 1 |
| Managers | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 2 | 0 | 12 | 8 |

### TABLE H-8
### MALE AND FEMALE OPERATIVES:
### DESIRED JOB NOW BY DESIRED JOB ULTIMATELY

| | DESIRED JOB ULTIMATELY | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | SERVICE | | OPERATIVE | | CRAFT | | OFFICE/ CLERICAL | | SALES | | TECHNICIANS | | PRO- FESSIONALS | | MANAGERS | |
| DESIRED JOB NOW | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Service | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Operative | 0 | 0 | 137 | 55 | 5 | 4 | 0 | 1 | 2 | 3 | 2 | 3 | 0 | 1 | 12 | 4 |
| Craft | 1 | 0 | 1 | 0 | 62 | 10 | 1 | 1 | 3 | 2 | 16 | 3 | 10 | 1 | 17 | 3 |
| Office/Clerical | 0 | 0 | 0 | 1 | 0 | 1 | 2 | 23 | 0 | 3 | 0 | 4 | 1 | 8 | 1 | 0 |
| Sales | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 | 4 | 0 | 0 | 2 | 1 | 3 | 0 |
| Technicians | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 15 | 12 | 5 | 6 | 3 | 2 |
| Professionals | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 1 | 1 | 0 | 0 | 1 | 18 | 17 | 7 | 4 |
| Managers | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 0 | 5 | 1 | 51 | 8 |

### TABLE H-9
### MALE AND FEMALE CRAFT WORKERS:
### DESIRED JOB NOW BY DESIRED JOB ULTIMATELY

| | DESIRED JOB ULTIMATELY | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | SERVICE | | OPERATIVE | | CRAFT | | OFFICE/ CLERICAL | | SALES | | TECHNICIANS | | PRO- FESSIONALS | | MANAGERS | |
| DESIRED JOB NOW | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Service | 1 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Operative | 0 | 0 | 4 | 1 | 2 | 1 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Craft | 1 | 0 | 3 | 0 | 292 | 50 | 1 | 0 | 0 | 0 | 6 | 1 | 12 | 1 | 45 | 4 |
| Office/Clerical | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 10 | 0 | 0 | 0 | 1 | 0 | 2 | 2 | 1 |
| Sales | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 6 | 1 | 0 | 1 | 2 | 0 | 1 | 2 |
| Technicians | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 1 | 0 | 0 | 17 | 10 | 11 | 0 | 9 | 3 |
| Professionals | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 2 | 0 | 29 | 9 | 19 | 1 |
| Managers | 0 | 0 | 0 | 1 | 2 | 1 | 1 | 0 | 2 | 0 | 1 | 0 | 7 | 1 | 72 | 4 |

### TABLE H-10
### MALE AND FEMALE OFFICE/CLERICAL WORKERS:
### DESIRED JOB NOW BY DESIRED JOB ULTIMATELY

| | DESIRED JOB ULTIMATELY | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | SERVICE | | OPERATIVE | | CRAFT | | OFFICE/ CLERICAL | | SALES | | TECHNICIANS | | PRO- FESSIONALS | | MANAGERS | |
| DESIRED JOB NOW | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Service | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Operative | 0 | 0 | 2 | 4 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| Craft | 0 | 0 | 0 | 0 | 3 | 7 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 2 | 2 |
| Office/Clerical | 0 | 3 | 0 | 1 | 0 | 3 | 22 | 549 | 0 | 8 | 2 | 24 | 1 | 67 | 4 | 72 |
| Sales | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 10 | 0 | 1 | 1 | 8 | 1 | 3 |
| Technicians | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 8 | 56 | 5 | 29 | 3 | 10 |
| Professionals | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 5 | 0 | 2 | 0 | 8 | 6 | 142 | 13 | 44 |
| Managers | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 3 | 0 | 1 | 1 | 9 | 25 | 85 |

## TABLE H-11

## MALE AND FEMALE SALES WORKERS:

## DESIRED JOB NOW BY DESIRED JOB ULTIMATELY

| | DESIRED JOB ULTIMATELY | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | SERVICE | | OPERATIVE | | CRAFT | | OFFICE/ CLERICAL | | SALES | | TECHNICIANS | | PRO- FESSIONALS | | MANAGERS | |
| DESIRED JOB NOW | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Service | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| Operative | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 |
| Craft | 0 | 0 | 1 | 0 | 8 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 |
| Office/Clerical | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 22 | 0 | 1 | 0 | 1 | 1 | 4 | 0 | 2 |
| Sales | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 2 | 93 | 82 | 1 | 3 | 3 | 6 | 48 | 12 |
| Technicians | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 6 | 1 | 2 | 1 | 0 |
| Professionals | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 15 | 17 | 10 | 6 |
| Managers | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 1 | 1 | 6 | 3 | 67 | 16 |

## TABLE H-12

## MALE AND FEMALE TECHNICIANS:

## DESIRED JOB NOW BY DESIRED JOB ULTIMATELY

| | DESIRED JOB ULTIMATELY | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | SERVICE | | OPERATIVE | | CRAFT | | OFFICE/ CLERICAL | | SALES | | TECHNICIANS | | PRO- FESSIONALS | | MANAGERS | |
| DESIRED JOB NOW | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Service | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Operative | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Craft | 0 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 0 |
| Office/Clerical | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 |
| Sales | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 |
| Technicians | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 6 | 0 | 1 | 61 | 75 | 18 | 12 | 35 | 9 |
| Professionals | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 23 | 23 | 25 | 7 |
| Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 33 | 6 |

## TABLE H-13

## MALE AND FEMALE PROFESSIONALS:

## DESIRED JOB NOW BY DESIRED JOB ULTIMATELY

| | DESIRED JOB ULTIMATELY | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | SERVICE | | OPERATIVE | | CRAFT | | OFFICE/ CLERICAL | | SALES | | TECHNICIANS | | PRO- FESSIONALS | | MANAGERS | |
| DESIRED JOB NOW | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Service | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Operative | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Craft | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Office/Clerical | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sales | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Technicians | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 |
| Professionals | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 124 | 115 | 103 | 36 |
| Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 74 | 21 |

## TABLE H-14

## MALE AND FEMALE MANAGERS:

## DESIRED JOB NOW BY DESIRED JOB ULTIMATELY

|  | DESIRED JOB ULTIMATELY |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
|  | SERVICE |  | OPERATIVE |  | CRAFT |  | OFFICE/ CLERICAL |  | SALES |  | TECHNICIANS |  | PRO- FESSIONALS |  | MANAGERS |  |
| DESIRED JOB NOW | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Service | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Operative | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Craft | 0 | 0 | 0 | 0 | 10 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 |
| Office/Clerical | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| Sales | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Technicians | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 | 1 | 0 |
| Professionals | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 23 | 8 | 1 | 1 |
| Managers | 0 | 0 | 1 | 0 | 1 | 0 | 2 | 0 | 3 | 1 | 0 | 0 | 11 | 5 | 664 | 140 |

## TABLE H-15

## MEN AND WOMEN IN AGRICULTURE AND CONSTURCTION INDUSTRIES:

## PRESENT JOB BY DESIRED JOB ULTIMATELY

|  | DESIRED JOB ULTIMATELY |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
|  | SERVICE |  | OPERATIVE |  | CRAFT |  | OFFICE/ CLERICAL |  | SALES |  | TECHNICIANS |  | PRO- FESSIONALS |  | MANAGERS |  |
| PRESENT JOB | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Service | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Operative | 0 | 0 | 8 | 0 | 3 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 1 | 0 | 1 | 0 |
| Craft | 0 | 0 | 0 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 3 | 0 |
| Office/Clerical | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 14 | 0 | 3 | 0 | 1 | 0 | 7 | 0 | 8 |
| Sales | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Technicians | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 1 | 0 | 2 | 0 |
| Professionals | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 8 | 2 |
| Managers | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 24 | 1 |

## TABLE H-16

## MEN AND WOMEN IN MANUFACTURING INDUSTRIES:

## PRESENT JOB BY DESIRED JOB ULTIMATELY

|  | DESIRED JOB ULTIMATELY |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
|  | SERVICE |  | OPERATIVE |  | CRAFT |  | OFFICE/ CLERICAL |  | SALES |  | TECHNICIANS |  | PRO- FESSIONALS |  | MANAGERS |  |
| PRESENT JOB | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Service | 8 | 23 | 6 | 2 | 13 | 0 | 0 | 18 | 2 | 1 | 2 | 5 | 10 | 10 | 9 | 7 |
| Operative | 1 | 1 | 69 | 55 | 57 | 13 | 2 | 22 | 7 | 12 | 24 | 21 | 27 | 29 | 52 | 19 |
| Craft | 2 | 1 | 4 | 2 | 180 | 35 | 1 | 11 | 5 | 1 | 16 | 12 | 34 | 10 | 74 | 8 |
| Office/Clerical | 0 | 2 | 0 | 1 | 3 | 2 | 6 | 227 | 0 | 8 | 0 | 30 | 2 | 93 | 16 | 70 |
| Sales | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 1 | 15 | 4 | 0 | 1 | 0 | 3 | 12 | 3 |
| Technicians | 0 | 1 | 1 | 0 | 2 | 0 | 0 | 5 | 0 | 1 | 22 | 33 | 26 | 7 | 40 | 11 |
| Professionals | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 39 | 26 | 77 | 13 |
| Managers | 0 | 0 | 1 | 0 | 6 | 0 | 1 | 1 | 1 | 0 | 0 | 1 | 16 | 0 | 228 | 24 |

### TABLE H-17

### MEN AND WOMEN IN TRANSPORTATION AND UTILITIES INDUSTRIES: PRESENT JOB BY DESIRED JOB ULTIMATELY

| | DESIRED JOB ULTIMATELY | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | SERVICE | | OPERATIVE | | CRAFT | | OFFICE/ CLERICAL | | SALES | | TECHNICIANS | | PRO- FESSIONALS | | MANAGERS | |
| PRESENT JOB | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Service | 1 | 2 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 4 | 1 |
| Operative | 0 | 0 | 39 | 2 | 4 | 2 | 0 | 1 | 0 | 0 | 5 | 1 | 4 | 3 | 21 | 1 |
| Craft | 0 | 0 | 3 | 1 | 62 | 4 | 0 | 0 | 0 | 0 | 8 | 0 | 13 | 1 | 37 | 5 |
| Office/Clerical | 0 | 0 | 1 | 0 | 1 | 2 | 10 | 67 | 0 | 1 | 5 | 16 | 9 | 29 | 17 | 55 |
| Sales | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 7 | 1 | 0 | 1 | 2 | 1 | 10 | 6 |
| Technicians | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 15 | 2 | 2 | 0 | 8 | 4 |
| Professionals | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 11 | 5 | 19 | 4 |
| Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 3 | 93 | 47 |

### TABLE H-18

### MEN AND WOMEN IN WHOLESALE AND RETAIL TRADE INDUSTRIES: PRESENT JOB BY DESIRED JOB ULTIMATELY

| | DESIRED JOB ULTIMATELY | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | SERVICE | | OPERATIVE | | CRAFT | | OFFICE/ CLERICAL | | SALES | | TECHNICIANS | | PRO- FESSIONALS | | MANAGERS | |
| PRESENT JOB | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Service | 10 | 13 | 0 | 1 | 2 | 2 | 0 | 3 | 3 | 1 | 1 | 5 | 5 | 4 | 7 | 2 |
| Operative | 0 | 0 | 19 | 0 | 5 | 0 | 0 | 2 | 8 | 1 | 4 | 0 | 7 | 1 | 17 | 1 |
| Craft | 0 | 0 | 1 | 0 | 38 | 12 | 1 | 2 | 4 | 0 | 0 | 0 | 8 | 1 | 26 | 2 |
| Office/Clerical | 0 | 1 | 0 | 0 | 0 | 3 | 1 | 67 | 0 | 3 | 3 | 12 | 0 | 19 | 4 | 17 |
| Sales | 0 | 1 | 0 | 1 | 8 | 1 | 1 | 21 | 42 | 67 | 3 | 8 | 21 | 19 | 65 | 21 |
| Technicians | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 11 | 3 | 6 | 2 | 13 | 1 |
| Professionals | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 13 | 7 | 13 | 8 |
| Managers | 0 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 2 | 1 | 0 | 0 | 5 | 3 | 144 | 29 |

### TABLE H-19

### MEN AND WOMEN IN FINANCE AND INSURNACE INDUSTRIES: PRESENT JOB BY DESIRED JOB ULTIMATELY

| | DESIRED JOB ULTIMATELY | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | SERVICE | | OPERATIVE | | CRAFT | | OFFICE/ CLERICAL | | SALES | | TECHNICIANS | | PRO- FESSIONALS | | MANAGERS | |
| PRESENT JOB | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Service | 3 | 2 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Operative | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 | 1 | 3 | 0 |
| Craft | 0 | 0 | 0 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 |
| Office/Clerical | 0 | 1 | 1 | 3 | 0 | 3 | 6 | 114 | 0 | 6 | 1 | 24 | 1 | 78 | 10 | 54 |
| Sales | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 28 | 8 | 0 | 1 | 3 | 9 | 18 | 6 |
| Technicians | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 7 | 3 | 3 | 2 | 24 | 5 |
| Professionals | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 26 | 4 | 45 | 6 |
| Managers | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 7 | 4 | 101 | 16 |

TABLE H-20

MEN AND WOMEN IN SERVICE INDUSTRIES:

PRESENT JOB BY DESIRED JOB ULTIMATELY

DESIRED JOB ULTIMATELY

| PRESENT JOB | SERVICE | | OPERATIVE | | CRAFT | | OFFICE/ CLERICAL | | SALES | | TECHNICIANS | | PRO-FESSIONALS | | MANAGERS | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Service | 22 | 88 | 2 | 0 | 6 | 4 | 0 | 19 | 0 | 3 | 4 | 12 | 6 | 45 | 8 | 5 |
| Operative | 0 | 0 | 4 | 0 | 0 | 0 | 1 | 1 | 1 | 0 | 1 | 0 | 1 | 1 | 1 | 0 |
| Craft | 0 | 0 | 0 | 0 | 8 | 2 | 0 | 0 | 0 | 0 | 1 | 1 | 4 | 0 | 9 | 0 |
| Office/Clerical | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 66 | 0 | 2 | 2 | 9 | 3 | 32 | 1 | 15 |
| Sales | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 4 | 0 | 1 | 2 | 0 | 2 | 0 |
| Technicians | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 1 | 6 | 33 | 6 | 26 | 11 | 1 |
| Professionals | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 0 | 0 | 0 | 31 | 73 | 16 | 34 |
| Managers | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 5 | 5 | 77 | 25 |

TABLE H-21

MEN AND WOMEN IN CENTRAL IOWA:

PRESENT JOB BY DESIRED JOB ULTIMATELY

DESIRED JOB ULTIMATELY

| PRESENT JOB | SERVICE | | OPERATIVE | | CRAFT | | OFFICE/ CLERICAL | | SALES | | TECHNICIANS | | PRO-FESSIONALS | | MANAGERS | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Service | 15 | 22 | 0 | 0 | 4 | 2 | 0 | 3 | 2 | 2 | 3 | 4 | 8 | 8 | 9 | 3 |
| Operative | 1 | 0 | 33 | 0 | 5 | 0 | 0 | 1 | 3 | 0 | 5 | 0 | 7 | 2 | 22 | 1 |
| Craft | 1 | 0 | 1 | 1 | 34 | 8 | 0 | 1 | 1 | 0 | 4 | 1 | 7 | 2 | 19 | 2 |
| Office/Clerical | 0 | 0 | 1 | 1 | 1 | 1 | 6 | 131 | 0 | 6 | 4 | 14 | 11 | 56 | 18 | 62 |
| Sales | 0 | 1 | 0 | 0 | 2 | 0 | 0 | 4 | 31 | 17 | 2 | 3 | 6 | 6 | 48 | 9 |
| Technicians | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 16 | 12 | 11 | 12 | 33 | 8 |
| Professionals | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 40 | 25 | 46 | 17 |
| Managers | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 9 | 6 | 165 | 39 |

TABLE H-22

MEN AND WOMEN IN SOUTHWEST IOWA:

PRESENT JOB BY DESIRED JOB ULTIMATELY

DESIRED JOB ULTIMATELY

| PRESENT JOB | SERVICE | | OPERATIVE | | CRAFT | | OFFICE/ CLERICAL | | SALES | | TECHNICIANS | | PRO-FESSIONALS | | MANAGERS | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Service | 4 | 10 | 3 | 1 | 4 | 0 | 1 | 9 | 1 | 0 | 1 | 2 | 3 | 5 | 4 | 1 |
| Operative | 1 | 0 | 7 | 6 | 9 | 1 | 1 | 7 | 2 | 4 | 3 | 4 | 4 | 4 | 9 | 4 |
| Craft | 0 | 0 | 0 | 0 | 30 | 1 | 0 | 0 | 0 | 0 | 4 | 1 | 6 | 0 | 15 | 0 |
| Office/Clerical | 0 | 0 | 0 | 1 | 0 | 1 | 4 | 37 | 0 | 2 | 0 | 4 | 0 | 7 | 3 | 8 |
| Sales | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 7 | 4 | 1 | 0 | 3 | 0 | 12 | 3 |
| Technicians | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 13 | 4 | 6 | 9 | 3 |
| Professionals | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 9 | 7 | 4 | 8 |
| Managers | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 51 | 7 |

## TABLE H-23

## MEN AND WOMEN IN NORTHWEST IOWA:

## PRESENT JOB BY DESIRED JOB ULTIMATELY

| | DESIRED JOB ULTIMATELY | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | SERVICE | | OPERATIVE | | CRAFT | | OFFICE/ CLERICAL | | SALES | | TECHNICIANS | | PRO-FESSIONALS | | MANAGERS | |
| PRESENT JOB | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Service | 7 | 30 | 2 | 1 | 2 | 2 | 0 | 10 | 2 | 0 | 1 | 5 | 6 | 11 | 7 | 2 |
| Operative | 0 | 0 | 25 | 11 | 20 | 2 | 1 | 8 | 6 | 3 | 6 | 6 | 11 | 6 | 17 | 3 |
| Craft | 0 | 0 | 0 | 2 | 48 | 17 | 0 | 7 | 2 | 0 | 5 | 6 | 11 | 3 | 28 | 4 |
| Office/Clerical | 0 | 0 | 0 | 0 | 0 | 2 | 4 | 76 | 0 | 3 | 6 | 12 | 0 | 45 | 4 | 17 |
| Sales | 0 | 0 | 0 | 0 | 3 | 1 | 0 | 4 | 5 | 14 | 0 | 2 | 1 | 5 | 8 | 4 |
| Technicians | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 3 | 0 | 0 | 7 | 17 | 13 | 4 | 8 | 0 |
| Professionals | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 14 | 28 | 27 | 9 |
| Managers | 0 | 0 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 6 | 1 | 97 | 17 |

## TABLE H-24

## MEN AND WOMEN IN NORTHEAST IOWA:

## PRESENT JOB BY DESIRED JOB ULTIMATELY

| | DESIRED JOB ULTIMATELY | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | SERVICE | | OPERATIVE | | CRAFT | | OFFICE/ CLERICAL | | SALES | | TECHNICIANS | | PRO-FESSIONALS | | MANAGERS | |
| PRESENT JOB | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Service | 10 | 32 | 3 | 0 | 9 | 2 | 0 | 7 | 0 | 2 | 1 | 4 | 3 | 14 | 5 | 2 |
| Operative | 0 | 0 | 36 | 11 | 16 | 3 | 1 | 3 | 3 | 2 | 8 | 1 | 7 | 4 | 22 | 4 |
| Craft | 1 | 0 | 2 | 0 | 91 | 10 | 2 | 3 | 5 | 1 | 7 | 2 | 15 | 4 | 40 | 6 |
| Office/Clerical | 0 | 3 | 1 | 1 | 3 | 2 | 5 | 157 | 0 | 5 | 0 | 30 | 1 | 74 | 15 | 67 |
| Sales | 0 | 0 | 1 | 1 | 6 | 0 | 1 | 11 | 33 | 27 | 0 | 6 | 10 | 17 | 31 | 11 |
| Technicians | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 2 | 15 | 13 | 8 | 6 | 23 | 7 |
| Professionals | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 36 | 28 | 46 | 15 |
| Managers | 0 | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 8 | 5 | 184 | 39 |

## TABLE H-25

## MEN AND WOMEN IN SOUTHEAST IOWA:

## PRESENT JOB BY DESIRED JOB ULTIMATELY

| | DESIRED JOB ULTIMATELY | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | SERVICE | | OPERATIVE | | CRAFT | | OFFICE/ CLERICAL | | SALES | | TECHNICIANS | | PRO-FESSIONALS | | MANAGERS | |
| PRESENT JOB | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Service | 10 | 34 | 0 | 1 | 3 | 0 | 0 | 13 | 0 | 1 | 1 | 7 | 2 | 22 | 3 | 7 |
| Operative | 0 | 1 | 38 | 29 | 19 | 9 | 0 | 7 | 3 | 4 | 14 | 12 | 13 | 19 | 25 | 9 |
| Craft | 0 | 1 | 5 | 0 | 97 | 17 | 0 | 2 | 1 | 0 | 6 | 3 | 22 | 4 | 47 | 3 |
| Office/Clerical | 0 | 1 | 0 | 2 | 0 | 4 | 5 | 154 | 0 | 7 | 1 | 32 | 3 | 76 | 8 | 65 |
| Sales | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 18 | 22 | 0 | 1 | 8 | 4 | 28 | 9 |
| Technicians | 0 | 1 | 1 | 0 | 4 | 0 | 0 | 3 | 0 | 0 | 20 | 20 | 8 | 9 | 25 | 4 |
| Professionals | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 25 | 27 | 55 | 8 |
| Managers | 0 | 0 | 0 | 0 | 4 | 0 | 0 | 1 | 0 | 1 | 0 | 2 | 13 | 2 | 170 | 40 |

### TABLE H-26

### MEN AND WOMEN IN COMMUNITIES UNDER 2,500 IN POPULATION:

### PRESENT JOB BY DESIRED JOB ULTIMATELY

| | DESIRED JOB ULTIMATELY | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | SERVICE | | OPERATIVE | | CRAFT | | OFFICE/ CLERICAL | | SALES | | TECHNICIANS | | PRO-FESSIONALS | | MANAGERS | |
| PRESENT JOB | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Service | 0 | 6 | 0 | 0 | 1 | 1 | 0 | 6 | 1 | 0 | 0 | 0 | 3 | 3 | 0 | 0 |
| Operative | 0 | 0 | 10 | 7 | 7 | 3 | 1 | 7 | 1 | 6 | 0 | 3 | 5 | 8 | 2 | 1 |
| Craft | 0 | 0 | 0 | 2 | 14 | 9 | 0 | 4 | 1 | 1 | 1 | 5 | 1 | 2 | 8 | 2 |
| Office/Clerical | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 21 | 0 | 1 | 0 | 2 | 0 | 14 | 0 | 1 |
| Sales | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 0 | 2 | 0 | 0 | 5 | 1 |
| Technicians | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 3 | 1 | 1 | 2 | 0 |
| Professionals | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 1 | 0 |
| Managers | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 13 | 5 |

### TABLE H-27

### MEN AND WOMEN IN COMMUNITIES OF 2,500 TO 10,000 IN POPULATION:

### PRESENT JOB BY DESIRED JOB ULTIMATELY

| | DESIRED JOB ULTIMATELY | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | SERVICE | | OPERATIVE | | CRAFT | | OFFICE/ CLERICAL | | SALES | | TECHNICIANS | | PRO-FESSIONALS | | MANAGERS | |
| PRESENT JOB | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Service | 10 | 40 | 4 | 2 | 4 | 0 | 0 | 11 | 2 | 2 | 0 | 7 | 6 | 27 | 6 | 4 |
| Operative | 1 | 0 | 20 | 10 | 17 | 1 | 1 | 8 | 2 | 3 | 6 | 2 | 4 | 3 | 17 | 6 |
| Craft | 1 | 0 | 1 | 0 | 35 | 2 | 0 | 3 | 0 | 0 | 5 | 4 | 11 | 2 | 24 | 2 |
| Office/Clerical | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 79 | 0 | 2 | 1 | 8 | 0 | 28 | 3 | 15 |
| Sales | 0 | 0 | 0 | 0 | 3 | 0 | 1 | 4 | 11 | 12 | 1 | 0 | 7 | 1 | 27 | 1 |
| Technicians | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 4 | 16 | 5 | 5 | 11 | 4 |
| Professionals | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 16 | 17 | 17 | 7 |
| Managers | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 4 | 1 | 97 | 13 |

### TABLE H-28

### MEN AND WOMEN IN COMMUNITIES OF OVER 10,000 IN POPULATION:

### PRESENT JOB BY DESIRED JOB ULTIMATELY

| | DESIRED JOB ULTIMATELY | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | SERVICE | | OPERATIVE | | CRAFT | | OFFICE/ CLERICAL | | SALES | | TECHNICIANS | | PRO-FESSIONALS | | MANAGERS | |
| PRESENT JOB | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Service | 36 | 82 | 4 | 1 | 17 | 5 | 1 | 25 | 2 | 3 | 7 | 15 | 13 | 30 | 22 | 11 |
| Operative | 1 | 1 | 109 | 40 | 45 | 11 | 1 | 11 | 14 | 4 | 30 | 18 | 33 | 24 | 76 | 14 |
| Craft | 1 | 1 | 7 | 1 | 251 | 42 | 2 | 6 | 8 | 0 | 20 | 4 | 49 | 9 | 117 | 11 |
| Office/Clerical | 0 | 4 | 2 | 5 | 4 | 9 | 20 | 455 | 0 | 20 | 10 | 82 | 15 | 216 | 45 | 203 |
| Sales | 0 | 1 | 1 | 1 | 8 | 1 | 0 | 20 | 82 | 70 | 2 | 10 | 21 | 31 | 95 | 34 |
| Technicians | 0 | 1 | 2 | 0 | 5 | 0 | 0 | 5 | 0 | 2 | 57 | 56 | 38 | 31 | 85 | 18 |
| Professionals | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 1 | 2 | 0 | 2 | 1 | 105 | 98 | 160 | 50 |
| Managers | 0 | 0 | 1 | 0 | 9 | 0 | 1 | 1 | 4 | 1 | 0 | 2 | 31 | 14 | 557 | 124 |

## TABLE H-29

## MEN AND WOMEN IN FIRMS OF 1-49 EMPLOYEES: PRESENT JOB BY DESIRED JOB ULTIMATELY

| | DESIRED JOB ULTIMATELY | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | SERVICE | | OPERATIVE | | CRAFT | | OFFICE/ CLERICAL | | SALES | | TECHNICIANS | | PRO-FESSIONALS | | MANAGERS | |
| PRESENT JOB | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Service | 5 | 14 | 0 | 1 | 2 | 0 | 0 | 8 | 1 | 2 | 0 | 2 | 1 | 7 | 3 | 1 |
| Operative | 0 | 0 | 9 | 0 | 1 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 4 | 1 |
| Craft | 0 | 0 | 1 | 0 | 21 | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 3 | 0 | 18 | 1 |
| Office/Clerical | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 34 | 0 | 2 | 2 | 3 | 0 | 19 | 2 | 11 |
| Sales | 0 | 0 | 1 | 0 | 4 | 0 | 1 | 9 | 46 | 23 | 1 | 4 | 10 | 3 | 43 | 8 |
| Technicians | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 6 | 3 | 2 | 1 | 7 | 1 |
| Professionals | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 4 | 10 | 3 |
| Managers | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 3 | 0 | 74 | 12 |

## TABLE H-30

## MEN AND WOMEN IN FIRMS OF 50-99 EMPLOYEES: PRESENT JOB BY DESIRED JOB ULTIMATELY

| | DESIRED JOB ULTIMATELY | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | SERVICE | | OPERATIVE | | CRAFT | | OFFICE/ CLERICAL | | SALES | | TECHNICIANS | | PRO-FESSIONALS | | MANAGERS | |
| PRESENT JOB | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Service | 4 | 25 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 1 | 0 | 4 | 4 | 17 | 2 | 5 |
| Operative | 0 | 0 | 29 | 1 | 8 | 2 | 1 | 3 | 3 | 1 | 2 | 0 | 8 | 3 | 15 | 0 |
| Craft | 0 | 0 | 0 | 0 | 17 | 4 | 0 | 1 | 1 | 0 | 1 | 2 | 8 | 1 | 16 | 2 |
| Office/Clerical | 0 | 0 | 1 | 0 | 0 | 2 | 3 | 43 | 0 | 4 | 1 | 6 | 1 | 12 | 4 | 25 |
| Sales | 0 | 1 | 0 | 0 | 5 | 0 | 0 | 8 | 15 | 18 | 1 | 2 | 10 | 7 | 26 | 5 |
| Technicians | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 1 | 0 | 1 | 10 | 6 | 4 | 2 | 8 | 0 |
| Professionals | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 9 | 8 | 7 | 5 |
| Managers | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 1 | 92 | 15 |

## TABLE H-31

## MEN AND WOMEN IN FIRMS OF 100-249 EMPLOYEES: PRESENT JOB BY DESIRED JOB ULTIMATELY

| | DESIRED JOB ULTIMATELY | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | SERVICE | | OPERATIVE | | CRAFT | | OFFICE/ CLERICAL | | SALES | | TECHNICIANS | | PRO-FESSIONALS | | MANAGERS | |
| PRESENT JOB | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Service | 20 | 53 | 4 | 1 | 7 | 4 | 1 | 16 | 2 | 2 | 0 | 6 | 7 | 21 | 10 | 1 |
| Operative | 0 | 1 | 52 | 18 | 31 | 6 | 0 | 8 | 4 | 6 | 14 | 5 | 13 | 11 | 27 | 4 |
| Craft | 1 | 1 | 3 | 0 | 99 | 12 | 1 | 4 | 1 | 1 | 11 | 6 | 21 | 5 | 46 | 6 |
| Office/Clerical | 0 | 2 | 0 | 3 | 0 | 6 | 7 | 169 | 0 | 8 | 1 | 42 | 1 | 89 | 13 | 79 |
| Sales | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 4 | 20 | 23 | 1 | 2 | 3 | 12 | 32 | 10 |
| Technicians | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 0 | 1 | 10 | 17 | 7 | 12 | 24 | 6 |
| Professionals | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 2 | 0 | 33 | 29 | 48 | 12 |
| Managers | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 3 | 0 | 0 | 0 | 9 | 6 | 186 | 50 |

## TABLE H-32

## MEN AND WOMEN IN FIRMS OF 250-499 EMPLOYEES:

## PRESENT JOB BY DESIRED JOB ULTIMATELY

| | DESIRED JOB ULTIMATELY | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | SERVICE | | OPERATIVE | | CRAFT | | OFFICE/ CLERICAL | | SALES | | TECHNICIANS | | PRO- FESSIONALS | | MANAGERS | |
| PRESENT JOB | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Service | 10 | 14 | 1 | 1 | 4 | 1 | 0 | 10 | 1 | 0 | 1 | 5 | 5 | 4 | 8 | 2 |
| Operative | 1 | 0 | 15 | 10 | 13 | 0 | 1 | 8 | 6 | 4 | 6 | 4 | 9 | 7 | 26 | 5 |
| Craft | 0 | 0 | 1 | 2 | 65 | 18 | 0 | 6 | 4 | 0 | 4 | 3 | 12 | 4 | 32 | 4 |
| Office/Clerical | 0 | 1 | 0 | 1 | 1 | 1 | 3 | 128 | 0 | 4 | 2 | 18 | 2 | 77 | 10 | 47 |
| Sales | 0 | 0 | 0 | 0 | 2 | 1 | 0 | 2 | 7 | 18 | 0 | 4 | 2 | 9 | 17 | 9 |
| Technicians | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 1 | 0 | 0 | 8 | 20 | 11 | 6 | 21 | 4 |
| Professionals | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 39 | 33 | 45 | 12 |
| Managers | 0 | 0 | 1 | 0 | 3 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 13 | 5 | 179 | 33 |

## TABLE H-33

## MEN AND WOMEN IN FIRMS OF 500 OR MORE EMPLOYEES:

## PRESENT JOB BY DESIRED JOB ULTIMATELY

| | DESIRED JOB ULTIMATELY | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | SERVICE | | OPERATIVE | | CRAFT | | OFFICE/ CLERICAL | | SALES | | TECHNICIANS | | PRO- FESSIONALS | | MANAGERS | |
| PRESENT JOB | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Service | 7 | 22 | 3 | 0 | 9 | 0 | 0 | 7 | 0 | 0 | 6 | 5 | 5 | 11 | 5 | 6 |
| Operative | 1 | 0 | 34 | 28 | 16 | 7 | 1 | 7 | 2 | 2 | 14 | 14 | 12 | 14 | 23 | 11 |
| Craft | 1 | 0 | 3 | 1 | 98 | 17 | 0 | 2 | 2 | 0 | 10 | 2 | 17 | 3 | 37 | 2 |
| Office/Clerical | 0 | 1 | 1 | 1 | 3 | 1 | 8 | 181 | 0 | 5 | 5 | 23 | 11 | 61 | 19 | 57 |
| Sales | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 6 | 2 | 0 | 0 | 3 | 1 | 9 | 4 |
| Technicians | 0 | 1 | 2 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 27 | 29 | 20 | 16 | 38 | 11 |
| Professionals | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 39 | 41 | 68 | 25 |
| Managers | 0 | 0 | 0 | 0 | 2 | 0 | 1 | 0 | 1 | 0 | 0 | 1 | 8 | 3 | 136 | 32 |

## APPENDIX I

## MOBILITY DATA

Complete mobility data is displayed in Appendix I. Except where noted, the tables include the aggregate sample of male and female responses. See Chapter V for the discussion of mobility.

## TABLE I-1

## TRAVEL REQUIRED OF MEN AND WOMEN

## BY GEOGRAPHIC AREA, SIZE OF COMMUNITY, SIZE OF FIRM, AND TYPE OF INDUSTRY

| | NO TRAVEL | | OCCASIONAL TRAVEL | | FREQUENT TRAVEL | |
|---|---|---|---|---|---|---|
| | Male | Female | Male | Female | Male | Female |
| GEOGRAPHIC AREA IN IOWA | | | | | | |
| Central | 369 | 497 | 221 | 62 | 118 | 28 |
| Southwest | 171 | 181 | 50 | 21 | 39 | 11 |
| Northwest | 301 | 402 | 108 | 44 | 50 | 25 |
| Northeast | 462 | 650 | 230 | 88 | 114 | 37 |
| Southeast | 452 | 765 | 238 | 73 | 112 | 29 |
| COMMUNITY SIZE IN POPULATION | | | | | | |
| Under 2,500 | 63 | 171 | 19 | 11 | 22 | 16 |
| 2,500-10,000 | 300 | 368 | 99 | 44 | 57 | 23 |
| 10,000 and Over | 1,392 | 1,956 | 729 | 233 | 354 | 91 |
| FIRM SIZE BY NUMBER OF EMPLOYEES | | | | | | |
| 1- 49 | 145 | 179 | 120 | 28 | 64 | 12 |
| 50- 99 | 201 | 256 | 83 | 38 | 86 | 20 |
| 100-249 | 528 | 795 | 233 | 93 | 134 | 50 |
| 250-499 | 390 | 580 | 193 | 70 | 67 | 21 |
| 500 and Over | 490 | 685 | 218 | 59 | 82 | 27 |
| TYPE OF INDUSTRY | | | | | | |
| Agriculture, Construction | 27 | 42 | 38 | 4 | 16 | 0 |
| Manufacturing | 911 | 1,025 | 257 | 65 | 131 | 38 |
| Transportation, Utilities | 173 | 222 | 165 | 55 | 109 | 12 |
| Wholesale and Retail Trade | 335 | 390 | 161 | 50 | 111 | 29 |
| Finance, Insurance | 134 | 351 | 140 | 25 | 45 | 7 |
| Service | 175 | 465 | 86 | 89 | 21 | 44 |

## TABLE I-2

## TRAVEL REQUIRED OF MEN AND WOMEN BY JOB CATEGORY, INCOME, LEVEL OF EDUCATION, AND AGE

| | NO TRAVEL | | OCCASIONAL TRAVEL | | FREQUENT TRAVEL | |
|---|---|---|---|---|---|---|
| | Male | Female | Male | Female | Male | Female |
| **JOB CATEGORY** | | | | | | |
| Service | 148 | 286 | 7 | 26 | 11 | 28 |
| Operative | 293 | 202 | 44 | 8 | 99 | 10 |
| Craft | 430 | 110 | 86 | 14 | 77 | 9 |
| Office/Clerical | 90 | 1,198 | 11 | 54 | 6 | 18 |
| Sales | 149 | 179 | 72 | 26 | 61 | 13 |
| Technicians | 134 | 126 | 62 | 21 | 21 | 7 |
| Professionals | 120 | 121 | 154 | 51 | 37 | 11 |
| Managers | 265 | 85 | 380 | 85 | 100 | 8 |
| **INCOME** | | | | | | |
| Under $5,000 | 95 | 650 | 6 | 49 | 8 | 51 |
| $ 5,000 to $ 7,499 | 242 | 987 | 26 | 64 | 23 | 35 |
| $ 7,500 to $ 9,999 | 374 | 521 | 79 | 61 | 60 | 16 |
| $10,000 to $12,499 | 469 | 231 | 127 | 44 | 77 | 13 |
| $12,500 to $14,999 | 318 | 61 | 159 | 36 | 78 | 7 |
| $15,000 to $17,499 | 160 | 10 | 137 | 22 | 62 | 1 |
| $17,500 to $19,999 | 66 | 4 | 110 | 7 | 36 | 4 |
| $20,000 and Over | 22 | 2 | 195 | 4 | 88 | 2 |
| **LEVEL OF EDUCATION** | | | | | | |
| Less than High School Diploma | 267 | 241 | 44 | 16 | 63 | 29 |
| High School Diploma | 749 | 1,383 | 210 | 113 | 171 | 55 |
| Some College | 444 | 642 | 247 | 104 | 88 | 26 |
| College Degree | 214 | 148 | 213 | 29 | 73 | 10 |
| Some Graduate Work | 40 | 45 | 77 | 12 | 20 | 6 |
| Graduate Degree | 36 | 25 | 55 | 14 | 17 | 3 |
| **AGE** | | | | | | |
| Under 25 | 404 | 704 | 75 | 61 | 48 | 22 |
| 25-34 | 581 | 589 | 294 | 77 | 127 | 30 |
| 35-44 | 295 | 418 | 229 | 64 | 108 | 26 |
| 45-54 | 260 | 465 | 169 | 58 | 96 | 30 |
| 55-64 | 198 | 300 | 74 | 24 | 51 | 19 |
| 65 and Over | 16 | 16 | 6 | 4 | 3 | 3 |

## TABLE I-3

## TRAVEL REQUIRED OF MEN AND WOMEN

## BY ECONOMIC REASON FOR WORKING, MARITAL STATUS AND NUMBER OF DEPENDENTS AND CHILDREN

| | NO TRAVEL | | OCCASIONAL TRAVEL | | FREQUENT TRAVEL | |
|---|---|---|---|---|---|---|
| | Male | Female | Male | Female | Male | Female |
| ECONOMIC REASON FOR WORKING | | | | | | |
| Support Self Only | 309 | 628 | 53 | 69 | 47 | 28 |
| Primary Support of Self and Others | 1,339 | 474 | 761 | 73 | 368 | 37 |
| Supplemental Support of Self and Others | 94 | 1,311 | 29 | 135 | 14 | 61 |
| None of Above | 9 | 74 | 3 | 11 | 3 | 4 |
| MARITAL STATUS | | | | | | |
| Never Married | 301 | 491 | 53 | 58 | 45 | 25 |
| Presently Married | 1,361 | 1,592 | 762 | 174 | 361 | 81 |
| Widowed, Separated, or Divorced | 91 | 404 | 31 | 56 | 26 | 23 |
| NUMBER OF DEPENDENTS | | | | | | |
| 0 | 301 | 1,158 | 58 | 121 | 40 | 52 |
| 1 | 413 | 529 | 167 | 73 | 81 | 34 |
| 2 | 317 | 323 | 171 | 41 | 75 | 16 |
| 3 | 358 | 205 | 206 | 28 | 98 | 11 |
| 4 | 197 | 109 | 130 | 11 | 75 | 4 |
| 5 or More | 157 | 93 | 109 | 12 | 58 | 12 |
| NUMBER OF CHILDREN | | | | | | |
| 0 | 1,026 | 1,757 | 439 | 207 | 231 | 94 |
| 1 | 310 | 376 | 151 | 43 | 80 | 17 |
| 2 | 270 | 230 | 159 | 24 | 69 | 8 |
| 3 | 92 | 72 | 70 | 8 | 33 | 3 |
| 4 | 19 | 12 | 20 | 0 | 10 | 0 |
| 5 or More | 38 | 48 | 8 | 6 | 10 | 8 |

## TABLE I-4

## TRAVEL MEN AND WOMEN WOULD BE WILLING TO ACCEPT

## BY GEOGRAPHIC AREA, SIZE OF COMMUNITY, SIZE OF FIRM, AND TYPE OF INDUSTRY

| | NO TRAVEL | | OCCASIONAL TRAVEL | | FREQUENT TRAVEL | |
|---|---|---|---|---|---|---|
| | Male | Female | Male | Female | Male | Female |
| GEOGRAPHIC AREA IN IOWA | | | | | | |
| Central | 95 | 224 | 424 | 292 | 188 | 70 |
| Southwest | 46 | 83 | 144 | 105 | 69 | 24 |
| Northwest | 76 | 184 | 287 | 238 | 98 | 46 |
| Northeast | 118 | 273 | 512 | 402 | 172 | 96 |
| Southeast | 140 | 358 | 482 | 411 | 176 | 87 |
| COMMUNITY SIZE IN POPULATION | | | | | | |
| Under 2,500 | 13 | 85 | 60 | 87 | 31 | 23 |
| 2,500-10,000 | 76 | 182 | 271 | 208 | 108 | 42 |
| 10,000 and Over | 386 | 855 | 1,518 | 1,153 | 564 | 258 |
| FIRM SIZE BY NUMBER OF EMPLOYEES | | | | | | |
| 1- 49 | 39 | 98 | 199 | 91 | 92 | 29 |
| 50- 99 | 47 | 127 | 206 | 147 | 116 | 34 |
| 100-249 | 172 | 342 | 511 | 499 | 211 | 92 |
| 250-499 | 91 | 264 | 423 | 318 | 135 | 85 |
| 500 and Over | 126 | 291 | 509 | 393 | 149 | 83 |
| TYPE OF INDUSTRY | | | | | | |
| Agriculture, Construction | 10 | 12 | 47 | 29 | 24 | 5 |
| Manufacturing | 258 | 471 | 789 | 532 | 248 | 116 |
| Transportation, Utilities | 60 | 76 | 258 | 175 | 127 | 38 |
| Wholesale and Retail Trade | 79 | 222 | 352 | 196 | 176 | 45 |
| Finance, Insurance | 32 | 125 | 223 | 229 | 64 | 30 |
| Service | 36 | 216 | 180 | 287 | 64 | 89 |

## TABLE I-5

## TRAVEL MEN AND WOMEN WOULD BE WILLING TO ACCEPT BY JOB CATEGORY, INCOME, LEVEL OF EDUCATION, AND AGE

| | NO TRAVEL | | OCCASIONAL TRAVEL | | FREQUENT TRAVEL | |
|---|---|---|---|---|---|---|
| | Male | Female | Male | Female | Male | Female |
| JOB CATEGORY | | | | | | |
| Service | 50 | 158 | 81 | 127 | 36 | 55 |
| Operative | 90 | 95 | 224 | 96 | 122 | 30 |
| Craft | 145 | 63 | 324 | 52 | 123 | 16 |
| Office/Clerical | 14 | 500 | 63 | 673 | 30 | 93 |
| Sales | 20 | 85 | 170 | 105 | 92 | 26 |
| Technicians | 29 | 47 | 149 | 89 | 39 | 17 |
| Professionals | 20 | 33 | 244 | 120 | 47 | 29 |
| Managers | 53 | 28 | 509 | 114 | 181 | 33 |
| INCOME | | | | | | |
| Under $5,000 | 25 | 327 | 52 | 332 | 34 | 80 |
| $ 5,000 to $ 7,499 | 54 | 462 | 167 | 517 | 67 | 105 |
| $ 7,500 to $ 9,999 | 105 | 213 | 296 | 324 | 108 | 58 |
| $10,000 to $12,499 | 134 | 82 | 400 | 160 | 136 | 45 |
| $12,500 to $14,999 | 86 | 21 | 348 | 65 | 122 | 16 |
| $15,000 to $17,499 | 54 | 1 | 221 | 25 | 83 | 7 |
| $17,500 to $19,999 | 10 | 1 | 157 | 8 | 45 | 6 |
| $20,000 and Over | 5 | 0 | 197 | 6 | 102 | 2 |
| LEVEL OF EDUCATION | | | | | | |
| Less than High School Diploma | 143 | 164 | 148 | 85 | 78 | 35 |
| High School Diploma | 238 | 645 | 654 | 743 | 240 | 149 |
| Some College | 54 | 248 | 523 | 435 | 198 | 90 |
| College Degree | 29 | 32 | 347 | 122 | 123 | 31 |
| Some Graduate Work | 5 | 17 | 98 | 35 | 34 | 11 |
| Graduate Degree | 6 | 11 | 74 | 22 | 28 | 6 |
| AGE | | | | | | |
| Under 25 | 46 | 208 | 342 | 470 | 139 | 104 |
| 25-34 | 109 | 234 | 655 | 389 | 237 | 73 |
| 35-44 | 96 | 222 | 387 | 231 | 145 | 52 |
| 45-54 | 101 | 241 | 309 | 250 | 118 | 56 |
| 55-64 | 112 | 201 | 145 | 100 | 61 | 37 |
| 65 and Over | 11 | 14 | 10 | 8 | 3 | 1 |

## TABLE I-6

### TRAVEL MEN AND WOMEN WOULD BE WILLING TO ACCEPT BY ECONOMIC REASON FOR WORKING, MARITAL STATUS AND NUMBER OF DEPENDENTS AND CHILDREN

| | NO TRAVEL | | OCCASIONAL TRAVEL | | FREQUENT TRAVEL | |
|---|---|---|---|---|---|---|
| | Male | Female | Male | Female | Male | Female |
| ECONOMIC REASON FOR WORKING | | | | | | |
| Support Self Only | 43 | 185 | 232 | 385 | 129 | 145 |
| Primary Support of Self and Others | 389 | 189 | 1,533 | 320 | 542 | 73 |
| Supplemental Support of Self and Others | 38 | 694 | 72 | 710 | 28 | 98 |
| None of Above | 4 | 49 | 9 | 31 | 2 | 7 |
| MARITAL STATUS | | | | | | |
| Never Married | 38 | 114 | 229 | 341 | 130 | 114 |
| Presently Married | 409 | 846 | 1,548 | 865 | 522 | 128 |
| Widowed, Separated, or Divorced | 27 | 159 | 70 | 237 | 50 | 80 |
| NUMBER OF DEPENDENTS | | | | | | |
| 0 | 42 | 476 | 231 | 661 | 123 | 179 |
| 1 | 132 | 224 | 382 | 345 | 139 | 63 |
| 2 | 99 | 156 | 348 | 190 | 119 | 36 |
| 3 | 86 | 107 | 435 | 113 | 140 | 23 |
| 4 | 55 | 53 | 241 | 63 | 108 | 7 |
| 5 or More | 56 | 49 | 199 | 55 | 68 | 12 |
| NUMBER OF CHILDREN | | | | | | |
| 0 | 288 | 760 | 981 | 1,018 | 419 | 265 |
| 1 | 78 | 188 | 351 | 227 | 113 | 21 |
| 2 | 63 | 107 | 331 | 132 | 103 | 21 |
| 3 | 27 | 36 | 123 | 40 | 45 | 7 |
| 4 | 6 | 6 | 33 | 5 | 10 | 1 |
| 5 or More | 13 | 25 | 33 | 23 | 13 | 8 |

## TABLE I-7

### WILLINGNESS OF MEN AND WOMEN TO CHANGE EMPLOYERS FOR A BETTER JOB BY GEOGRAPHIC AREA IN IOWA, SIZE OF COMMUNITY, SIZE OF FIRM, AND TYPE OF INDUSTRY

| | YES | | NO | |
|---|---|---|---|---|
| | Male | Female | Male | Female |
| GEOGRAPHIC AREA IN IOWA | | | | |
| Central | 479 | 354 | 221 | 229 |
| Southwest | 175 | 117 | 82 | 91 |
| Northwest | 320 | 290 | 136 | 183 |
| Northeast | 492 | 461 | 304 | 307 |
| Southeast | 528 | 504 | 262 | 359 |
| COMMUNITY SIZE IN POPULATION | | | | |
| Under 2,500 | 78 | 136 | 28 | 62 |
| 2,500-10,000 | 317 | 241 | 132 | 191 |
| 10,000 and Over | 1,599 | 1,349 | 845 | 916 |
| FIRM SIZE BY NUMBER OF EMPLOYEES | | | | |
| 1- 49 | 187 | 114 | 135 | 107 |
| 50- 99 | 226 | 169 | 141 | 141 |
| 100-249 | 600 | 575 | 283 | 354 |
| 250-499 | 460 | 438 | 180 | 226 |
| 500 and Over | 520 | 430 | 266 | 341 |
| TYPE OF INDUSTRY | | | | |
| Agriculture, Construction | 58 | 27 | 21 | 17 |
| Manufacturing | 920 | 700 | 364 | 427 |
| Transportation, Utilities | 218 | 142 | 228 | 145 |
| Wholesale and Retail Trade | 361 | 239 | 236 | 224 |
| Finance, Insurance | 230 | 280 | 87 | 104 |
| Service | 207 | 338 | 69 | 252 |

## TABLE I-8

## WILLINGNESS OF MEN AND WOMEN TO CHANGE EMPLOYERS FOR A BETTER JOB BY JOB CATEGORY, INCOME, LEVEL OF EDUCATION, AND AGE

| | YES | | NO | |
|---|---|---|---|---|
| | Male | Female | Male | Female |
| JOB CATEGORY | | | | |
| Service | 121 | 206 | 45 | 132 |
| Operative | 297 | 147 | 135 | 74 |
| Craft | 366 | 72 | 221 | 60 |
| Office/Clerical | 79 | 805 | 27 | 456 |
| Sales | 171 | 117 | 107 | 97 |
| Technicians | 161 | 88 | 55 | 63 |
| Professionals | 236 | 105 | 69 | 76 |
| Managers | 461 | 77 | 269 | 101 |
| INCOME | | | | |
| Under $5,000 | 86 | 477 | 23 | 267 |
| $ 5,000 to $ 7,499 | 223 | 703 | 66 | 379 |
| $ 7,500 to $ 9,999 | 364 | 319 | 138 | 277 |
| $10,000 to $12,499 | 457 | 145 | 213 | 140 |
| $12,500 to $14,999 | 361 | 44 | 190 | 59 |
| $15,000 to $17,499 | 213 | 15 | 141 | 18 |
| $17,500 to $20,000 | 119 | 3 | 89 | 11 |
| $20,000 and Over | 163 | 2 | 137 | 5 |
| LEVEL OF EDUCATION | | | | |
| Less than High School Diploma | 188 | 128 | 188 | 161 |
| High School Diploma | 682 | 881 | 430 | 658 |
| Some College | 556 | 506 | 217 | 260 |
| College Degree | 386 | 143 | 102 | 44 |
| Some Graduate Work | 99 | 41 | 38 | 21 |
| Graduate Degree | 78 | 23 | 28 | 18 |
| AGE | | | | |
| Under 25 | 425 | 605 | 93 | 177 |
| 25-34 | 671 | 495 | 225 | 191 |
| 34-44 | 426 | 285 | 199 | 216 |
| 45-54 | 272 | 236 | 249 | 315 |
| 55-64 | 104 | 103 | 219 | 245 |
| 65 and Over | 5 | 1 | 20 | 28 |

## TABLE I-9

## WILLINGNESS OF MEN AND WOMEN TO CHANGE EMPLOYERS FOR A BETTER JOB BY ECONOMIC REASON FOR WORKING, MARITAL STATUS AND NUMBER OF DEPENDENTS AND CHILDREN

| | YES | | NO | |
|---|---|---|---|---|
| | Male | Female | Male | Female |
| **ECONOMIC REASON FOR WORKING** | | | | |
| Support Self Only | 317 | 449 | 86 | 272 |
| Primary Support of Self and Others | 1,577 | 378 | 863 | 202 |
| Supplemental Support of Self and Others | 88 | 854 | 47 | 642 |
| None of Above | 9 | 41 | 6 | 49 |
| **MARITAL STATUS** | | | | |
| Never Married | 310 | 403 | 86 | 167 |
| Presently Married | 1,580 | 1,059 | 870 | 775 |
| Widowed, Separated, or Divorced | 102 | 258 | 47 | 224 |
| **NUMBER OF DEPENDENTS** | | | | |
| 0 | 300 | 743 | 94 | 578 |
| 1 | 374 | 397 | 276 | 235 |
| 2 | 369 | 232 | 192 | 146 |
| 3 | 446 | 159 | 206 | 83 |
| 4 | 282 | 78 | 115 | 43 |
| 5 or More | 208 | 72 | 114 | 44 |
| **NUMBER OF CHILDREN** | | | | |
| 0 | 1,045 | 1,173 | 635 | 875 |
| 1 | 366 | 277 | 169 | 152 |
| 2 | 365 | 179 | 121 | 80 |
| 3 | 143 | 56 | 50 | 26 |
| 4 | 37 | 10 | 12 | 2 |
| 5 or More | 38 | 31 | 18 | 34 |

## TABLE I-10

## WILLINGNESS OF MEN AND WOMEN TO MOVE FOR A BETTER JOB BY GEOGRAPHIC AREA IN IOWA, SIZE OF COMMUNITY, SIZE OF FIRM, AND TYPE OF INDUSTRY

| | YES | | NO | |
|---|---|---|---|---|
| | Male | Female | Male | Female |
| **GEOGRAPHIC AREA IN IOWA** | | | | |
| Central | 447 | 190 | 254 | 393 |
| Southwest | 162 | 42 | 95 | 170 |
| Northwest | 285 | 146 | 174 | 325 |
| Northeast | 464 | 245 | 330 | 524 |
| Southeast | 457 | 243 | 335 | 620 |
| **COMMUNITY SIZE IN POPULATION** | | | | |
| Under 2,500 | 66 | 60 | 40 | 137 |
| 2,500-10,000 | 301 | 102 | 149 | 333 |
| 10,000 and Over | 1,448 | 704 | 999 | 1,562 |
| **FIRM SIZE BY NUMBER OF EMPLOYEES** | | | | |
| 1- 49 | 210 | 56 | 116 | 164 |
| 50- 99 | 228 | 77 | 138 | 236 |
| 100-249 | 524 | 291 | 361 | 639 |
| 250-499 | 398 | 207 | 245 | 458 |
| 500 and Over | 455 | 235 | 327 | 535 |
| **TYPE OF INDUSTRY** | | | | |
| Agriculture, Construction | 56 | 15 | 24 | 31 |
| Manufacturing | 741 | 334 | 546 | 789 |
| Transportation, Utilities | 257 | 113 | 184 | 176 |
| Wholesale and Retail Trade | 389 | 99 | 214 | 368 |
| Finance, Insurance | 193 | 135 | 121 | 244 |
| Service | 179 | 170 | 99 | 424 |

## TABLE I-11

## WILLINGNESS OF MEN AND WOMEN TO MOVE FOR A BETTER JOB BY JOB CATEGORY, INCOME, LEVEL OF EDUCATION, AND AGE

| | YES | | NO | |
|---|---|---|---|---|
| | Male | Female | Male | Female |
| JOB CATEGORY | | | | |
| Service | 85 | 91 | 80 | 250 |
| Operative | 228 | 78 | 200 | 143 |
| Craft | 308 | 38 | 284 | 94 |
| Office/Clerical | 72 | 382 | 34 | 876 |
| Sales | 174 | 57 | 105 | 160 |
| Technicians | 138 | 49 | 75 | 104 |
| Professionals | 219 | 62 | 86 | 117 |
| Managers | 508 | 67 | 226 | 110 |
| INCOME | | | | |
| Under $5,000 | 69 | 222 | 40 | 527 |
| $ 5,000 to $ 7,499 | 178 | 321 | 112 | 761 |
| $ 7,500 to $ 9,999 | 309 | 160 | 199 | 432 |
| $10,000 to $12,499 | 387 | 93 | 281 | 193 |
| $12,500 to $14,999 | 326 | 36 | 222 | 67 |
| $15,000 to $17,499 | 216 | 14 | 137 | 19 |
| $17,500 to $19,999 | 134 | 8 | 74 | 6 |
| $20,000 and Over | 188 | 4 | 114 | 4 |
| LEVEL OF EDUCATION | | | | |
| Less than High School Diploma | 148 | 50 | 231 | 240 |
| High School Diploma | 592 | 416 | 525 | 1,128 |
| Some College | 527 | 277 | 243 | 487 |
| College Degree | 369 | 84 | 120 | 102 |
| Some Graduate Work | 97 | 25 | 41 | 37 |
| Graduate Degree | 77 | 12 | 27 | 29 |
| AGE | | | | |
| Under 25 | 384 | 354 | 133 | 425 |
| 25-34 | 699 | 240 | 292 | 448 |
| 35-44 | 385 | 123 | 239 | 381 |
| 45-54 | 261 | 116 | 262 | 434 |
| 55-64 | 83 | 32 | 238 | 318 |
| 65 and Over | 3 | 1 | 23 | 23 |

## TABLE I-12

## WILLINGNESS OF MEN AND WOMEN TO MOVE FOR A BETTER JOB

## BY ECONOMIC REASON FOR WORKING, MARITAL STATUS, AND NUMBER OF DEPENDENTS AND CHILDREN

| | YES | | NO | |
|---|---|---|---|---|
| | Male | Female | Male | Female |
| **ECONOMIC REASON FOR WORKING** | | | | |
| Support Self Only | 267 | 328 | 137 | 391 |
| Primary Support of Self and Others | 1,486 | 234 | 957 | 348 |
| Supplemental Support of Self and Others | 52 | 292 | 83 | 1,207 |
| None of Above | 6 | 12 | 9 | 78 |
| **MARITAL STATUS** | | | | |
| Never Married | 271 | 297 | 125 | 273 |
| Presently Married | 1,450 | 391 | 1,003 | 1,447 |
| Widowed, Separated, or Divorced | 93 | 175 | 57 | 306 |
| **NUMBER OF DEPENDENTS** | | | | |
| 0 | 257 | 415 | 139 | 909 |
| 1 | 345 | 216 | 309 | 417 |
| 2 | 357 | 105 | 202 | 275 |
| 3 | 404 | 58 | 251 | 182 |
| 4 | 249 | 30 | 147 | 91 |
| 5 or More | 192 | 29 | 128 | 86 |
| **NUMBER OF CHILDREN** | | | | |
| 0 | 948 | 634 | 736 | 1,417 |
| 1 | 340 | 131 | 195 | 301 |
| 2 | 329 | 66 | 158 | 192 |
| 3 | 137 | 18 | 55 | 62 |
| 4 | 28 | 5 | 21 | 7 |
| 5 or More | 33 | 12 | 23 | 53 |

# APPENDIX J

## JOB SATISFACTION DATA

Complete job satisfaction data is displayed in Appendix J. Except where noted, the tables include the aggregate sample of male and female responses. See Chapter V for the discussion of job satisfaction.

## TABLE J-1

## JOB SATISFACTION OF MEN AND WOMEN BY GEOGRAPHIC AREA IN IOWA

| JOB CHARACTERISTIC | CENTRAL | | SOUTHWEST | | NORTHWEST | | NORTHEAST | | SOUTHEAST | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Work | | | | | | | | | | |
| Unsatisfied | 111 | 82 | 64 | 24 | 90 | 101 | 122 | 129 | 146 | 168 |
| Satisfied | 254 | 251 | 93 | 89 | 186 | 187 | 286 | 323 | 296 | 369 |
| Highly Satisfied | 347 | 257 | 103 | 100 | 187 | 188 | 400 | 328 | 362 | 338 |
| Promotional Opportunities | | | | | | | | | | |
| Unsatisfied | 316 | 310 | 131 | 121 | 216 | 295 | 321 | 475 | 376 | 517 |
| Satisfied | 180 | 166 | 67 | 56 | 128 | 107 | 227 | 176 | 204 | 202 |
| Highly Satisfied | 216 | 114 | 62 | 36 | 119 | 74 | 260 | 129 | 224 | 156 |
| Supervision | | | | | | | | | | |
| Unsatisfied | 66 | 62 | 39 | 13 | 72 | 60 | 98 | 88 | 92 | 97 |
| Satisfied | 190 | 120 | 70 | 52 | 126 | 119 | 200 | 200 | 213 | 207 |
| Highly Satisfied | 456 | 408 | 151 | 148 | 265 | 297 | 510 | 492 | 499 | 571 |
| Co-workers | | | | | | | | | | |
| Unsatisfied | 63 | 58 | 38 | 13 | 61 | 57 | 88 | 86 | 89 | 108 |
| Satisfied | 173 | 145 | 65 | 47 | 115 | 122 | 179 | 186 | 212 | 226 |
| Highly Satisfied | 476 | 387 | 157 | 153 | 287 | 297 | 541 | 508 | 503 | 541 |
| Pay | | | | | | | | | | |
| Unsatisfied | 232 | 226 | 104 | 61 | 141 | 189 | 206 | 341 | 242 | 318 |
| Satisfied | 271 | 219 | 77 | 91 | 184 | 163 | 330 | 258 | 301 | 299 |
| Highly Satisfied | 208 | 145 | 79 | 61 | 137 | 124 | 271 | 178 | 261 | 257 |

## TABLE J-2

## JOB SATISFACTION OF MEN AND WOMEN BY SIZE OF COMMUNITY IN POPULATION

| JOB CHARACTERISTIC | UNDER 2,500 | | 2,500-10,000 | | 10,000 AND OVER | |
|---|---|---|---|---|---|---|
| | Male | Female | Male | Female | Male | Female |
| Work | | | | | | |
| Unsatisfied | 26 | 53 | 104 | 83 | 403 | 368 |
| Satisfied | 55 | 84 | 161 | 158 | 899 | 977 |
| Highly Satisfied | 25 | 62 | 192 | 198 | 1,182 | 951 |
| Promotional Opportunities | | | | | | |
| Unsatisfied | 67 | 160 | 202 | 274 | 1,091 | 1,284 |
| Satisfied | 21 | 28 | 131 | 106 | 654 | 573 |
| Highly Satisfied | 18 | 11 | 124 | 59 | 739 | 439 |
| Supervision | | | | | | |
| Unsatisfied | 23 | 29 | 62 | 49 | 282 | 242 |
| Satisfied | 31 | 71 | 120 | 91 | 648 | 536 |
| Highly Satisfied | 52 | 99 | 275 | 299 | 1,554 | 1,518 |
| Co-workers | | | | | | |
| Unsatisfied | 23 | 26 | 60 | 51 | 256 | 245 |
| Satisfied | 30 | 70 | 127 | 100 | 587 | 55[illegible] |
| Highly Satisfied | 53 | 103 | 270 | 288 | 1,641 | 1,[illegible] |
| Pay | | | | | | |
| Unsatisfied | 56 | 120 | 158 | 157 | 711 | 858 |
| Satisfied | 35 | 53 | 154 | 149 | 974 | 828 |
| Highly Satisfied | 15 | 26 | 144 | 133 | 797 | 606 |

## TABLE J-3

## JOB SATISFACTION OF MEN AND WOMEN BY TYPE OF INDUSTRY

| JOB CHARACTERISTIC | AGRICULTURE CONSTRUCTION |  | MANUFACTURING |  | TRANSPORTATION UTILITIES |  | WHOLESALE AND RETAIL TRADE |  | FINANCE INSURANCE |  | SERVICE |  |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
|  | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Work |  |  |  |  |  |  |  |  |  |  |  |  |
| Unsatisfied | 15 | 2 | 305 | 273 | 57 | 42 | 87 | 77 | 30 | 55 | 39 | 55 |
| Satisfied | 30 | 16 | 510 | 471 | 174 | 109 | 218 | 199 | 84 | 189 | 99 | 235 |
| Highly Satisfied | 36 | 28 | 489 | 394 | 217 | 139 | 307 | 197 | 206 | 141 | 144 | 312 |
| Promotional Opportunities |  |  |  |  |  |  |  |  |  |  |  |  |
| Unsatisfied | 34 | 16 | 663 | 765 | 217 | 123 | 202 | 274 | 105 | 197 | 139 | 343 |
| Satisfied | 20 | 16 | 367 | 225 | 110 | 79 | 136 | 116 | 95 | 107 | 78 | 164 |
| Highly Satisfied | 27 | 14 | 274 | 148 | 121 | 88 | 274 | 83 | 120 | 81 | 65 | 95 |
| Supervision |  |  |  |  |  |  |  |  |  |  |  |  |
| Unsatisfied | 12 | 3 | 199 | 146 | 51 | 20 | 64 | 56 | 23 | 39 | 18 | 56 |
| Satisfied | 26 | 6 | 364 | 312 | 125 | 66 | 132 | 116 | 80 | 88 | 72 | 110 |
| Highly Satisfied | 43 | 37 | 741 | 680 | 272 | 204 | 416 | 301 | 217 | 258 | 192 | 436 |
| Co-workers |  |  |  |  |  |  |  |  |  |  |  |  |
| Unsatisfied | 15 | 5 | 183 | 161 | 43 | 23 | 58 | 58 | 8 | 29 | 32 | 46 |
| Satisfied | 14 | 7 | 365 | 309 | 98 | 75 | 147 | 100 | 67 | 105 | 53 | 130 |
| Highly Satisfied | 52 | 34 | 756 | 668 | 307 | 19[illegible] | 407 | 315 | 245 | 251 | 197 | 426 |
| Pay |  |  |  |  |  |  |  |  |  |  |  |  |
| Unsatisfied | 23 | 15 | 436 | 430 | 81 | 4[illegible] | 169 | 211 | 105 | 184 | 111 | 250 |
| Satisfied | 33 | 24 | 502 | 385 | 192 | [illegible] | 203 | 155 | 129 | 132 | 104 | 237 |
| Highly Satisfied | 25 | 7 | 364 | 322 | 175 | 146 | 239 | 107 | 86 | 69 | 67 | 114 |

## TABLE J-4
## JOB SATISFACTION OF MEN AND WOMEN BY SIZE OF FIRM IN NUMBER OF EMPLOYEES

| JOB CHARACTERISTIC | 1-49 |  | 50-99 |  | 100-249 |  | 250-499 |  | 500 AND OVER |  |
|---|---|---|---|---|---|---|---|---|---|---|
|  | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| **Work** |  |  |  |  |  |  |  |  |  |  |
| Unsatisfied | 41 | 29 | 64 | 65 | 167 | 161 | 117 | 120 | 144 | 129 |
| Satisfied | 126 | 90 | 126 | 130 | 354 | 407 | 223 | 273 | 286 | 319 |
| Highly Satisfied | 165 | 105 | 180 | 121 | 378 | 376 | 315 | 280 | 360 | 329 |
| **Promotional Opportunities** |  |  |  |  |  |  |  |  |  |  |
| Unsatisfied | 94 | 108 | 145 | 184 | 432 | 601 | 303 | 402 | 386 | 423 |
| Satisfied | 73 | 68 | 88 | 76 | 245 | 200 | 177 | 163 | 222 | 200 |
| Highly Satisfied | 165 | 48 | 137 | 56 | 222 | 143 | 175 | 108 | 182 | 154 |
| **Supervision** |  |  |  |  |  |  |  |  |  |  |
| Unsatisfied | 29 | 26 | 48 | 42 | 119 | 113 | 83 | 67 | 88 | 72 |
| Satisfied | 74 | 45 | 98 | 74 | 241 | 226 | 176 | 149 | 210 | 204 |
| Highly Satisfied | 229 | 153 | 224 | 200 | 539 | 605 | 396 | 457 | 492 | 501 |
| **Co-workers** |  |  |  |  |  |  |  |  |  |  |
| Unsatisfied | 39 | 20 | 30 | 36 | 117 | 96 | 78 | 77 | 75 | 93 |
| Satisfied | 70 | 54 | 87 | 67 | 246 | 244 | 152 | 169 | 189 | 192 |
| Highly Satisfied | 223 | 150 | 253 | 213 | 536 | 604 | 425 | 427 | 526 | 492 |
| **Pay** |  |  |  |  |  |  |  |  |  |  |
| Unsatisfied | 92 | 82 | 72 | 113 | 318 | 433 | 248 | 281 | 195 | 226 |
| Satisfied | 119 | 80 | 133 | 100 | 328 | 310 | 238 | 253 | 344 | 287 |
| Highly Satisfied | 121 | 62 | 163 | 103 | 253 | 198 | 169 | 139 | 250 | 263 |

## TABLE J-5

## JOB SATISFACTION OF MEN AND WOMEN BY LEVEL OF EDUCATION

| JOB CHARACTERISTIC | LESS THAN A HIGH SCHOOL DIPLOMA | | HIGH SCHOOL DIPLOMA | | SOME COLLEGE | | COLLEGE DEGREE | | SOME GRADUATE WORK | | GRADUATE DEGREE | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Work | | | | | | | | | | | | |
| Unsatisifed | 115 | 67 | 228 | 279 | 126 | 111 | 43 | 26 | 11 | 13 | 7 | 6 |
| Satisfied | 169 | 134 | 468 | 671 | 282 | 305 | 141 | 70 | 37 | 16 | 16 | 17 |
| Highly Satisfied | 98 | 97 | 437 | 607 | 371 | 359 | 316 | 91 | 90 | 34 | 85 | 19 |
| Promotional Opportunities | | | | | | | | | | | | |
| Unsatisfied | 224 | 194 | 557 | 928 | 332 | 431 | 161 | 103 | 47 | 28 | 36 | 27 |
| Satisfied | 102 | 73 | 287 | 376 | 217 | 184 | 126 | 46 | 47 | 18 | 25 | 7 |
| Highly Satisfied | 56 | 31 | 289 | 253 | 230 | 160 | 213 | 38 | 44 | 17 | 47 | 8 |
| Supervision | | | | | | | | | | | | |
| Unsatisfied | 80 | 48 | 161 | 172 | 77 | 79 | 28 | 13 | 7 | 3 | 12 | 4 |
| Satisfied | 93 | 76 | 320 | 384 | 216 | 158 | 119 | 49 | 28 | 16 | 20 | 13 |
| Highly Satisfied | 209 | 174 | 652 | 1,001 | 486 | 538 | 353 | 125 | 103 | 44 | 76 | 25 |
| Co-workers | | | | | | | | | | | | |
| Unsatisfied | 85 | 52 | 146 | 179 | 65 | 70 | 31 | 9 | 7 | 6 | 3 | 5 |
| Satisfied | 103 | 77 | 318 | 399 | 187 | 180 | 95 | 44 | 22 | 12 | 18 | 13 |
| Highly Satisfied | 194 | 169 | 669 | 979 | 527 | 525 | 374 | 134 | 109 | 45 | 87 | 24 |
| Pay | | | | | | | | | | | | |
| Unsatisfied | 193 | 133 | 359 | 608 | 228 | 273 | 104 | 77 | 24 | 23 | 14 | 18 |
| Satisfied | 107 | 95 | 424 | 537 | 295 | 288 | 223 | 62 | 61 | 25 | 53 | 18 |
| Highly Satisfied | 80 | 70 | 350 | 410 | 256 | 212 | 172 | 48 | 53 | 15 | 41 | 6 |

## TABLE J-6

## JOB SATISFACTION OF MEN AND WOMEN

## BY AGE

| JOB CHARACTERISTIC | UNDER 25 | | 25-34 | | 35-44 | | 45-54 | | 55-64 | | 65 AND OVER | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Work | | | | | | | | | | | | |
| Unsatisfied | 143 | 164 | 171 | 136 | 91 | 76 | 65 | 73 | 58 | 49 | 5 | 6 |
| Satisfied | 227 | 394 | 365 | 270 | 206 | 197 | 177 | 223 | 131 | 129 | 8 | 5 |
| Highly Satisfied | 159 | 230 | 466 | 291 | 337 | 236 | 287 | 263 | 137 | 176 | 13 | 13 |
| Promotional Opportunities | | | | | | | | | | | | |
| Unsatisfied | 203 | 419 | 402 | 387 | 269 | 289 | 255 | 365 | 215 | 238 | 16 | 19 |
| Satisfied | 136 | 211 | 257 | 169 | 164 | 128 | 172 | 115 | 69 | 79 | 8 | 4 |
| Highly Satisfied | 190 | 158 | 343 | 141 | 201 | 92 | 102 | 79 | 42 | 37 | 2 | 1 |
| Supervision | | | | | | | | | | | | |
| Unsatisfied | 53 | 85 | 109 | 79 | 84 | 43 | 62 | 62 | 53 | 47 | 6 | 3 |
| Satisfied | 153 | 167 | 272 | 167 | 154 | 116 | 129 | 152 | 83 | 91 | 8 | 5 |
| Highly Satisfied | 323 | 536 | 621 | 451 | 396 | 350 | 338 | 345 | 190 | 216 | 12 | 16 |
| Co-workers | | | | | | | | | | | | |
| Unsatisfied | 65 | 73 | 98 | 68 | 50 | 52 | 60 | 68 | 61 | 56 | 5 | 4 |
| Satisfied | 172 | 196 | 241 | 173 | 135 | 125 | 106 | 146 | 83 | 80 | 7 | 5 |
| Highly Satisfied | 292 | 519 | 663 | 456 | 449 | 332 | 363 | 345 | 182 | 218 | 14 | 15 |
| Pay | | | | | | | | | | | | |
| Unsatisfied | 188 | 313 | 297 | 251 | 164 | 192 | 147 | 230 | 115 | 140 | 14 | 8 |
| Satisfied | 194 | 263 | 401 | 249 | 269 | 187 | 184 | 195 | 111 | 129 | 4 | 6 |
| Highly Satisfied | 147 | 212 | 304 | 195 | 201 | 130 | 196 | 132 | 99 | 85 | 8 | 10 |

## TABLE J-7
## JOB SATISFACTION OF MEN AND WOMEN
## BY MARITAL STATUS

| JOB CHARACTERISTIC | NEVER MARRIED |  | PRESENTLY MARRIED |  | WIDOWED, SEPARATED, OR DIVORCED |  |
|---|---|---|---|---|---|---|
|  | Male | Female | Male | Female | Male | Female |
| Work |  |  |  |  |  |  |
| Unsatisfied | 121 | 101 | 383 | 331 | 29 | 72 |
| Satisfied | 154 | 255 | 897 | 764 | 62 | 194 |
| Highly Satisfied | 125 | 218 | 1,212 | 766 | 60 | 224 |
| Promotional Opportunities |  |  |  |  |  |  |
| Unsatisfied | 181 | 285 | 1,104 | 1,129 | 73 | 298 |
| Satisfied | 94 | 164 | 672 | 429 | 39 | 121 |
| Highly Satisfied | 125 | 125 | 716 | 312 | 39 | 71 |
| Supervision |  |  |  |  |  |  |
| Unsatisfied | 43 | 55 | 301 | 212 | 22 | 52 |
| Satisfied | 112 | 112 | 656 | 455 | 30 | 127 |
| Highly Satisfied | 245 | 407 | 1,535 | 1,194 | 99 | 311 |
| Co-workers |  |  |  |  |  |  |
| Unsatisfied | 55 | 61 | 261 | 195 | 22 | 66 |
| Satisfied | 117 | 136 | 574 | 466 | 52 | 121 |
| Highly Satisfied | 228 | 377 | 1,657 | 1,200 | 77 | 303 |
| Pay |  |  |  |  |  |  |
| Unsatisfied | 142 | 205 | 731 | 725 | 50 | 201 |
| Satisfied | 135 | 203 | 970 | 635 | 57 | 188 |
| Highly Satisfied | 123 | 165 | 788 | 498 | 44 | 101 |

## TABLE J-8
## JOB SATISFACTION OF MEN AND WOMEN
## BY ECONOMIC REASON FOR WORKING

| JOB CHARACTERISTIC | SUPPORT SELF ONLY |  | PRIMARY SUPPORT OF SELF AND OTHERS |  | SUPPLEMENTAL SUPPORT OF SELF AND OTHERS |  |
|---|---|---|---|---|---|---|
|  | Male | Female | Male | Female | Male | Female |
| Work |  |  |  |  |  |  |
| Unsatisfied | 121 | 121 | 370 | 111 | 37 | 258 |
| Satisfied | 155 | 305 | 890 | 253 | 59 | 620 |
| Highly Satisfied | 134 | 305 | 1,217 | 223 | 42 | 639 |
| Promotional Opportunities |  |  |  |  |  |  |
| Unsatisifed | 192 | 408 | 1,088 | 334 | 70 | 913 |
| Satisfied | 94 | 183 | 664 | 151 | 40 | 353 |
| Highly Satisfied | 124 | 140 | 725 | 102 | 28 | 251 |
| Supervision |  |  |  |  |  |  |
| Unsatisfied | 50 | 79 | 292 | 70 | 21 | 160 |
| Satisfied | 108 | 156 | 640 | 144 | 43 | 375 |
| Highly Satisfied | 252 | 496 | 1,545 | 373 | 74 | 982 |
| Co-workers |  |  |  |  |  |  |
| Unsatisfied | 57 | 94 | 256 | 69 | 23 | 146 |
| Satisfied | 128 | 181 | 566 | 157 | 46 | 368 |
| Highly Satisfied | 225 | 456 | 1,655 | 361 | 69 | 1,003 |
| Pay |  |  |  |  |  |  |
| Unsatisfied | 148 | 269 | 702 | 275 | 64 | 552 |
| Satisfied | 143 | 266 | 978 | 206 | 36 | 524 |
| Highly Satisfied | 119 | 195 | 795 | 105 | 37 | 440 |

## TABLE J-9

## JOB SATISFACTION OF MEN AND WOMEN

## BY INCOME

| JOB CHARACTERISTIC | UNDER $5,000 | | $5,000 TO $7,499 | | $7,500 TO $9,999 | | $10,000 TO $12,499 | | $12,500 TO $14,999 | | $15,000 TO $17,499 | | $17,500 TO $20,000 | | $20,000 OR OVER | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| Work | | | | | | | | | | | | | | | | |
| Unsatisfied | 41 | 186 | 101 | 168 | 136 | 90 | 131 | 40 | 69 | 8 | 35 | 1 | 10 | 1 | 9 | 0 |
| Satisfied | 40 | 352 | 121 | 478 | 215 | 240 | 291 | 90 | 216 | 32 | 111 | 8 | 60 | 3 | 52 | 0 |
| Highly Satisfied | 30 | 217 | 72 | 452 | 162 | 271 | 255 | 158 | 271 | 65 | 213 | 24 | 142 | 11 | 245 | 8 |
| Promotional Opportunities | | | | | | | | | | | | | | | | |
| Unsatisifed | 67 | 483 | 161 | 665 | 226 | 342 | 333 | 148 | 247 | 43 | 138 | 11 | 77 | 4 | 101 | 2 |
| Satisfied | 24 | 173 | 66 | 268 | 159 | 145 | 169 | 67 | 151 | 32 | 93 | 8 | 60 | 7 | 82 | 1 |
| Highly Satisfied | 20 | 99 | 67 | 165 | 128 | 114 | 175 | 73 | 158 | 30 | 128 | 14 | 75 | 4 | 123 | 5 |
| Supervision | | | | | | | | | | | | | | | | |
| Unsatisfied | 14 | 106 | 47 | 120 | 71 | 59 | 90 | 24 | 69 | 6 | 40 | 1 | 15 | 0 | 21 | 0 |
| Satisfied | 31 | 192 | 73 | 254 | 153 | 141 | 206 | 65 | 141 | 27 | 85 | 10 | 45 | 4 | 58 | 0 |
| Highly Satisfied | 66 | 457 | 174 | 724 | 289 | 401 | 381 | 199 | 346 | 72 | 234 | 22 | 152 | 11 | 227 | 8 |
| Co-workers | | | | | | | | | | | | | | | | |
| Unsatisfied | 22 | 96 | 53 | 120 | 67 | 65 | 85 | 26 | 55 | 9 | 33 | 3 | 8 | 1 | 15 | 0 |
| Satisfied | 29 | 194 | 89 | 282 | 156 | 139 | 189 | 72 | 134 | 19 | 59 | 9 | 46 | 4 | 37 | 1 |
| Highly Satisfied | 60 | 465 | 152 | 696 | 290 | 397 | 403 | 190 | 367 | 77 | 267 | 21 | 158 | 10 | 254 | 7 |
| Pay | | | | | | | | | | | | | | | | |
| Unsatisfied | 66 | 433 | 179 | 497 | 235 | 152 | 228 | 34 | 122 | 7 | 52 | 3 | 18 | 1 | 22 | 1 |
| Satisfied | 25 | 227 | 74 | 387 | 186 | 237 | 293 | 112 | 247 | 37 | 157 | 10 | 77 | 6 | 96 | 0 |
| Highly Satisfied | 20 | 94 | 41 | 214 | 92 | 210 | 155 | 142 | 187 | 61 | 148 | 20 | 117 | 8 | 188 | 6 |

## TABLE J-10

## JOB SATISFACTION OF MEN AND WOMEN

## BY JOB CATEGORY

| JOB CHARACTERISTIC | SERVICE | | OPERATIVE | | CRAFT | | OFFICE/ CLERICAL | | SALES | | TECHNICIANS | | PRO-FESSIONALS | | MANAGERS | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male | Female |
| **Work** | | | | | | | | | | | | | | | | |
| Unsatisfied | 70 | 79 | 151 | 83 | 108 | 33 | 29 | 179 | 32 | 24 | 21 | 12 | 12 | 3 | 41 | 9 |
| Satisfied | 66 | 153 | 208 | 111 | 267 | 67 | 43 | 538 | 99 | 108 | 87 | 52 | 68 | 45 | 198 | 53 |
| Highly Satisfied | 32 | 111 | 77 | 29 | 221 | 34 | 35 | 555 | 152 | 89 | 109 | 90 | 232 | 135 | 506 | 117 |
| **Promotional Opportunities** | | | | | | | | | | | | | | | | |
| Unsatisfied | 104 | 224 | 280 | 158 | 322 | 80 | 46 | 743 | 73 | 110 | 105 | 90 | 104 | 87 | 217 | 57 |
| Satisfied | 41 | 80 | 90 | 36 | 146 | 32 | 34 | 314 | 73 | 72 | 65 | 32 | 96 | 49 | 215 | 53 |
| Highly Satisfied | 23 | 39 | 66 | 29 | 128 | 22 | 27 | 215 | 137 | 40 | 47 | 32 | 112 | 47 | 313 | 69 |
| **Supervision** | | | | | | | | | | | | | | | | |
| Unsatisfied | 29 | 46 | 83 | 31 | 104 | 13 | 8 | 125 | 18 | 12 | 23 | 20 | 19 | 12 | 38 | 6 |
| Satisfied | 48 | 74 | 135 | 66 | 180 | 40 | 28 | 295 | 67 | 49 | 72 | 31 | 67 | 48 | 151 | 28 |
| Highly Satisfied | 91 | 223 | 218 | 126 | 312 | 81 | 71 | 852 | 198 | 160 | 122 | 103 | 226 | 123 | 556 | 145 |
| **Co-workers** | | | | | | | | | | | | | | | | |
| Unsatisfied | 41 | 49 | 73 | 40 | 75 | 21 | 14 | 111 | 20 | 18 | 16 | 15 | 9 | 6 | 44 | 12 |
| Satisfied | 47 | 89 | 137 | 70 | 174 | 44 | 24 | 311 | 65 | 46 | 60 | 25 | 60 | 38 | 128 | 35 |
| Highly Satisfied | 80 | 206 | 226 | 113 | 347 | 69 | 69 | 850 | 198 | 157 | 141 | 114 | 243 | 139 | 573 | 132 |
| **Pay** | | | | | | | | | | | | | | | | |
| Unsatisfied | 87 | 167 | 157 | 77 | 207 | 58 | 41 | 502 | 73 | 82 | 57 | 44 | 68 | 44 | 127 | 36 |
| Satisfied | 50 | 106 | 146 | 85 | 229 | 45 | 43 | 450 | 95 | 77 | 110 | 70 | 144 | 73 | 304 | 62 |
| Highly Satisfied | 31 | 69 | 133 | 61 | 159 | 31 | 23 | 319 | 115 | 61 | 50 | 40 | 99 | 66 | 313 | 80 |